



a quarter-century panorama of democratic unionism

APR 20 1947

twenty-five years ago . . .

When some of us were young men and young women . . .

When some of us who are now fathers and mothers were sons
and daughters . . .

Out of the fear of losing our jobs . . .

Out of despair, and pain and hunger . . .

Out of the factory noise and shadows . . .

Out of hatred of tyranny and unfairness . . .

Out of brotherhood and solidarity . . .

Twenty-five years ago, fifty-one men who dared to dream
met in convention on Sept. 12, 1935 in Akron, Ohio . . .

And they said to one another and to all who would listen . . .

We will build a union—

We are starting — here and now.

PROCEEDINGS

of the
First Constitutional Convention

of the

United Rubber Workers

(Convened by Authority of the American Federation of Labor)

25 YEARS

OF THE

U R W

The First Constitutional Convention of the United Rubber Workers, convened by the authority of the American Federation of Labor, was called to order at 10:00 o'clock A. M. in the Ball Room of the Hotel Portage, Akron, Ohio, by Coleman Claherty, Representative of the American Federation of Labor.

Frank Patino, President of the Summit County Central Labor Union, temporarily presiding.

Mayor S. Meyers of the City of Akron extended the official welcome of the City to the Delegates and visitors.

Organized Labor in the City of Akron and vicinity extended its welcome by Frank N. Patino, the President of the Summit County Central Labor Union.

United Rubber, Cork, Linoleum and Plastic Workers of America

Published 1960

Sept, 12, 1935

At this time I am going to introduce to you our Honorable Mayor who is going to welcome you on behalf of this City as you know we term it, "The Rubber Center of the World." It gives me great pleasure to introduce the Honorable Mayor Myers of Akron.

MAYOR MYERS: Mr. Chairman, ladies and gentlemen, it is a pleasure to be here. I am going to divert a little from the general system. You know in olden times when a delegation like this came to a City, the Mayor gave them a key to the City. We haven't any keys to the City, but you are going to be here for several days and I have the privilege of using the keys to all our jails. If you have any trouble, call me up. It is a pleasure to welcome you, not only to the

MR. CLAHERTY: The convention will come to order. At this time I am going to ask Brother Patino, President of the Summit County Central Labor Union, to act as temporary chairman and introduce our first speaker.

MR. PATINO: It is not only a pleasure but an honor to act as temporary chairman. It is to me I feel is a big occasion in the lives of the delegates here from the four corners of the country to represent their respective organizations in forming their International Union.

L. S. Buckmaster

Joseph W. Childs

Desmond Walker

International President

International Vice-President

International Secretary-Treasurer

(deceased)

DEDICATION

This twenty-five year history of the United Rubber Workers is dedicated to the tens of thousands of courageous men and women who worked and sweated and sacrificed to build the union.

We especially pay tribute on these pages to three great trade unionists — Sherman Dalrymple, L. S. Buckmaster and Joe Childs — who did so much to make the URW a powerful, decent, dedicated, democratic organization.

SHERMAN DALRYMPLE

Tirelayer, 1903-1933

President of Goodrich Federal Labor Union 18319, 1933-1935

International President, 1935-1945

Sherman Dalrymple was chosen by his fellow rubber workers at the URW founding convention in 1935 to lead the union. He did so ably for ten hard years.

One of the URW staff members tells this story about Sherman Dalrymple:

"I was working in the plant one day and when I quit work and came out to the parking lot, there was Dal pumping away at a flat tire I had. The President of an International Union pumping up a worker's flat tire! It was his humility that showed him to be a great man."

It was Sherman Dalrymple who was nearly beaten to death by a mob in Gadsden, Alabama, when he was organizing rubber workers there.

It was Sherman Dalrymple, who, from the very beginning placed his stamp of sincere, honest, democratic trade unionism on the URW—and the union has never strayed from the path he chartered.

It was Sherman Dalrymple who said: "Labor is the foundation of all civilization. Without the magic touch of labor there is no civilization."





L. S. BUCKMASTER

Tirebuilder, 1919-1937
 President of Firestone Local 7, 1935-1941
 Member, International Executive Board, 1936-1941
 International Vice President, 1941-1945
 International President, 1945-1960

This gaunt, Lincolnesque man—Leland Stanford Buckmaster—began his life on an Indiana farm, became a country schoolmaster who rode to work in a horse and buggy, came to Akron, Ohio, as a tirebuilder in the Firestone plant, led the Firestone workers into battle to win the first major contract in the rubber industry, went on to become the second president of the United Rubber Workers and helped to build it into one of the great unions in the United States and Canada.

A man of high moral courage he never hesitated to take an unpopular position if he thought it was a sound one.

He didn't fit the phony news image of the labor leader. His whole career exemplified the great unchangeable human values—integrity, honesty, responsibility, fair-play, modesty, devotion.

We salute L. S. Buckmaster—a humble man who walked among us and endowed us with the very finest in trade union leadership.

JOSEPH W. CHILDS

Tirebuilder, 1928-1940
 President of General Local 9, 1940-1949
 International Vice President, 1949-1960

Joe Childs was a big man, and the biggest thing about him was his selflessness; a lifetime of giving all he had to others.

Joe Childs loved people and he hated all that degraded or abused these people he loved.

The enemy of Joe Childs was that which suffocated the spirit, which deadened hope, which made man less than man.

He saw beauty and truth in people walking forward together, dreaming great dreams, their arms linked in union.

Joe Childs is the real American success story. He never made money; he made a multitude of friends instead.

He did not leave a stone mansion behind him, but he left many human mansions of lighter hearts, higher heads, and hope-filled eyes within thousands of people across the United States and Canada.

The wealth he left was a rich and lusty spirit and he bequeathed it to all of us who knew him.



IN THE BEGINNING



CHARLES GOODYEAR, 1800-1860

THE DISCOVERY OF RUBBER

The Indians who lived in the steaming, dark jungles of South and Central America called it the “weeping wood.” They found they could do strange and wonderful things with a milky liquid which trickled from long stemmed trees with pale trunks and dark green leaves. As the fluid became sticky and hardened they could fashion shoes and waterproof clothing. Columbus, on his second voyage, saw them playing games similar to modern basketball with bouncing rubber balls.

Rubber was first taken seriously by two French scientists in the 18th century. In 1745, Charles Marie de la Condamine told of its amazing qualities before the French Academy in Paris:

“When it is fresh it can be molded into any desired shape; it is impene-

trable by rain but, what makes it still more remarkable, very elastic.”

In 1751, Francois Fresneau pointed out rubber’s commercial possibilities, but it was an Englishman, Samuel Peal, who forty years later first patented a process for making waterproof rubber cloth and thus began its commercial use.

The name “rubber” supposedly came from the description given by the famous English chemist, Joseph Priestley, who in 1770 said it was “excellently adopted to the purpose of wiping from paper the marks of a black lead pencil.” For many years afterward, the English-speaking world talked of “India rubber” because of the gum’s discovery in the Indies.

Latex is the name given to the milky fluid secreted by the rubber tree.

CHARLES GOODYEAR was the greatest name in rubber. A near pauper most of his life, he was a bad businessman who shuttled from debtor's prison to workshop and back again.

His career was one of lifelong bankruptcy, and he left no legacy save one of the greatest industries in the history of the world.

He had nothing to his name save a prodding force deep within which drove him to experiment, to create. In 1839 he invented vulcanization of rubber and from this single concept great factories rose throughout the world.

Plantations were built in far-away tropical lands to tap the milky gold which softly flowed from a long-stemmed tree.

The wheels of the world rolled faster. Entire societies changed from the plodding to the swift, from the horse town to the motor metropolis.

The Honored and Respectable paused long enough to gaze at his invention and steal it. They lifted their noses high into the air again and passed him by.

He died in 1860—exactly 100 years ago.

The most remarkable quality of this gum is its wonderful elasticity. In this consists the great difference between it, and all other substances. It can be extended to eight times its ordinary length without breaking, when it will again assume its original form.

There is probably no other inert substance, the properties of which excite in the human mind, when first called to examine it, an equal amount of curiosity, surprise and admiration. Who can examine, and reflect upon this property of Gum-elastic, without adoring the wisdom of the Creator?

—From "Gum-elastic", by Charles Goodyear
New Haven, 1855.

I.

UNITED STATES PATENT OFFICE
CHARLES GOODYEAR, OF NEW YORK, N. Y.
IMPROVEMENT IN INDIA-RUBBER FABRICS

* * *

Specification Forming Part of Letters
Patent No. 3,633, Dated June 15, 1844.

* * *

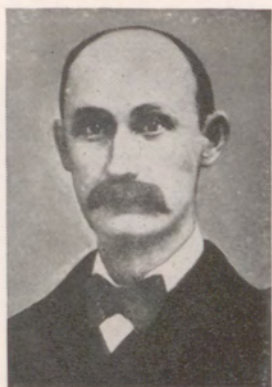
To all whom it may concern:

Be it known that I, Charles Goodyear, of the city of New York, in the State of New York, have invented certain new and useful Improvements in the Manner of Preparing Fabrics of Caoutchouc or India-Rubber; and I do hereby declare that the following is a full and exact description thereof.

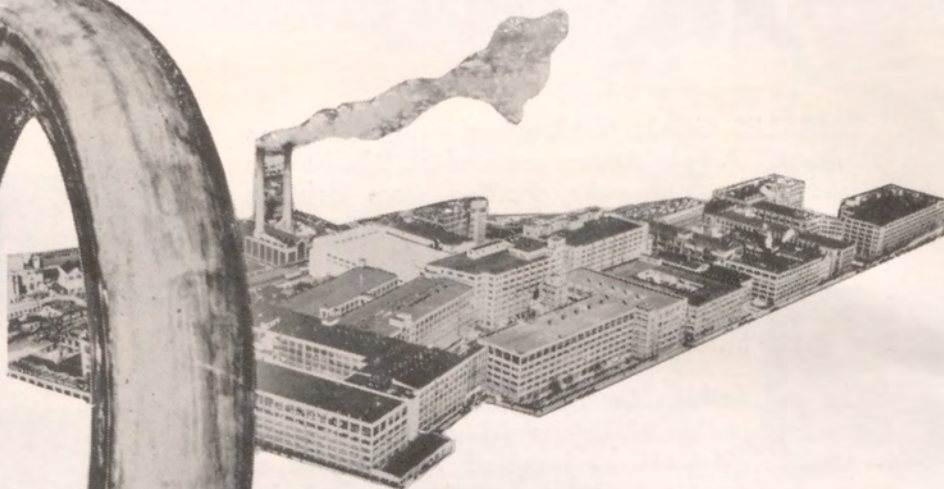
My principal improvement consists in the combining of sulphur and white lead with the India-Rubber, and in the submitting of the compound thus formed to the action of heat at a regulated temperature, by which combination and exposure to heat it will be so far altered in its qualities as not to become softened by the action of the solar ray or of artificial heat at a temperature below that to which it was submitted in its preparation—say to a heat of 270 of Fahrenheit's scale—nor will it be injuriously affected by exposure to cold.

WHEELS TURN RICHES
OHIO RICHES

RAGS TO RICHES



Dr. B. F. Goodrich



ORIGINAL Goodrich factory building (left), built in 1871. This was first rubber factory in Akron, Ohio. Huge growth of rubber industry is symbolized by comparison with giant complex of Goodrich plants in Akron today (above). Same story can be told of other major companies which started on small scale, now have plants all over world.

FROM RAGS TO RICHES

Vulcanization is the process of treating raw rubber at a high temperature by which its strength and elasticity are greatly increased, the changes in its properties resulting in either flexible or hard rubber according to the degree of heat and amount of sulphur used.

Charles Goodyear's great discovery of vulcanization in 1839 breathed new life into a dying rubber industry whose fine products had been melting into a gooey mess in the summer and freezing stiff as a board in the winter. By 1849 there were 36 rubber factories in America.

A major development in the industry took place when Dr. B. F. Goodrich moved his rubber factory from Melrose, New York to Akron, Ohio in 1871. Goodrich's success lured other companies—Firestone, Goodyear, General, Mohawk—to locate in this growing manufacturing city.

It took the automobile, however, to transform rubber from an "alley shop" status into one of the wealthiest industries in the world.

For example, the Goodyear company (named after Charles Goodyear but having

no connection with him) grew from a small plant employing 176 people in 1900 to a vast international empire with huge plants and plantations employing tens of thousands. In fifty years Goodyear's business leaped from a million dollars a year to four million dollars a working day.

Plants shot up all over the country. Production, investment, sales, profits went up, up, up as a mighty industry took root in Akron and spread its branches across the land.

But the men who helped produce this wealth, the men who worked in what they bitterly called the "gum mines" were a poor relation. They did not sup at the banquet tables of the mighty.



FIGHT FOR UNION

Labor historians will tell you the United Rubber Workers was born twenty-five years ago in the ballroom of the Portage Hotel in Akron, Ohio on September 12, 1935.

But can one really say that the Rubber Workers Union or any union was born in a particular hotel ballroom on a particular September day?

When was this union born? Listen to Sherman Dalrymple, first president of the United Rubber Workers:

Dalrymple: I began working in the rubber shops in 1903. We worked 10 hours a day, 6 days a week. Sometimes the foreman would come around on Saturday without any previous notice and tell us to work Sunday—and of course no overtime pay. If you refused you would get reprimanded or laid off or maybe even fired. The foreman always had his way and the worker didn't have a chance.

In a real sense the United Rubber Workers was born in the minds of men like Sherman Dalrymple more than fifty years ago when they saw injustice and brutality all around them. It was born in the minds of union coal miners and the sons and daughters of union coal miners who came from West Virginia and southern Ohio, Indiana and Kentucky to work in the Akron rubber shops.

It was born in Trenton, New Jersey in 1904 when a brand new union—the Amalgamated Rubber Workers tried a test of strength against nine rubber companies. About 900 rubber workers went on a city-wide strike in Trenton when the companies refused to recognize their union.

But high hopes and buoyant spirits were no match for an army of imported strike-breakers and tough police squads. Trenton rubber workers lasted 215 days and then gave up the fight. The Amalgamated Rubber workers died completely in 1906.



These men worked for Goodrich when factory opened in Akron in 1871.



DEFEAT IN AKRON — 1913

It was the apparition of the man with the stop watch and the plague he brought with him which triggered the great Akron rubber strike of 1913. The plague was called "speed-up" and it ground and sweated and strained the bodies of rubber workers to points they felt beyond endurance.

As fast as a man made bonus rates, the rates were cut. Then "pace setters" were hired and all the other workers had to work furiously to keep up with them. And the pace went in only one direction—up.

The speed-up started in Goodyear, but Firestone soon took up the idea. On February 10, 1913, Firestone posted new wage schedules which would force workers to travel at the speed of the pace setters to make a decent wage. Firestone tire finishers tried the new system for one day. The next day they walked out.

Within days the strike spread in the plant and then to the other Akron rubber plants. An estimated 15,000 workers were out on strike. They got help from the fighting, radical Industrial Workers of the World, and they paraded lustily down main street crying out their defiance at the rubber companies.

Then came the counterattack. A mob of 1,000 vigilantes, armed with clubs, attacked the strikers. Akron was placed under martial law, parading and picketing were prohibited and guerrilla warfare broke out. As in Trenton, high spirits alone could not overcome the economic power of the rubber companies aided by the armed force of government and the clubs of vigilantes. The strike shivered to pieces. Rubber workers crawled back to work thoroughly beaten.

Yet all was not in vain. A year later Goodyear quickly granted one of the main demands of the strikers — an 8 hour day.



BIG BILL HAYWOOD, head of the Industrial Workers of the World, came to Akron in 1913 to inspire the striking rubber workers in their revolt against the speed-up. But fiery speeches and militant parades were not enough. There was no strong union to back up the strikers. They were defeated.

THE ERA OF FLYING SOAPSTONE

What were conditions like in the rubber shops in the 20 years between 1913 and 1933? How were rubber workers getting along without a union? Although wages were a little higher than in other industries, working conditions were evil and completely unworthy of a great American industry. Read these eye-witness reports:

"It (1913) was still the era of dust and flying soapstone loading the lungs; of workers nodding drunkenly in the benzene vapors above cement tanks; of unventilated calender rooms below the street level where men withered in the heat and the skin peeled from their bodies; of hell-hot pits where the toilers slipped about in the wet underfoot.

"Mills had no hoods to carry poisonous fumes away and the result was lassitude and loss of appetite on the job, a splitting headache to carry every day.

"'Blue men' baffled physicians who had not yet penetrated the jealously guarded compounding secrets of the gum mills to discover that aniline was in use. Lead poisoning doubled up compounding and mill room workers with agonizing colic and fuddled them mentally."

—Excerpts from *"Rubber, A Story Of Glory And Greed"* by Howard and Ralph Wolf.

* * *

"I worked at Goodyear in 1913. The benzene that we used made my nose bleed every week. We had no guarantee and during slack periods I worked an entire 12 hour night shift for \$1.60.

"During busy times the speed-up was terrific and we had to run when we carried the heavy iron tire cores. These cores weighed up to 280 pounds.

"Sometimes a man would slip and the heavy iron core would fall on top of him."

—From a letter written by Joseph Graham, a worker at Goodyear in 1913.

* * *

"I worked at Firestone as a tire-builder for 18 years. I saw enough injustice to know that without a union we would never get fair treatment. When I was laid off during the 1920 depression I was making \$1.25 an hour. When I came back 7 months later I got 80c an hour for the same job.

"We didn't get a single raise in the eight or nine years before the big depression—and then things got worse."

—L. S. Buckmaster, Tirebuilder at Akron Firestone plant, 1919-1937.



FINISHING PNEUMATIC TIRES in 1913. The room is crowded with workers. Compare this to modern tire plants where automation has replaced men with machines.



BEFORE THE UNION, rubber shops were full of dust and flying soapstone. Workers breathed lampblack and poisonous fumes. Union health and safety programs have changed all this.



TIRES WERE BUILT on heavy iron cores in old days. Work was tough and back-breaking. Speed-up was the curse of the rubber shops.

What little hope there was for organizing a union of rubber workers collapsed with the stock market in October 1929. Black depression held the country in an iron grip. The Republican campaign promise of "A chicken in every pot and a car in every garage" became a kind of grim joke. But it was no joke to the 15 million workers, including tens of thousands of rubber workers who could not find jobs and who could not feed their families.

THE GREAT DEPRESSION

"The saddest object in civilization and to my mind the greatest confession of its failure, is the man who can work, and wants to work and is not allowed to work."

—Robert Louis Stevenson



Looking backward from 1960, the Great Depression of 1929-1933 seems like a crazy dream. But for millions of unemployed Americans and their families the depression was no dream but a nightmare, and it was all too real.

The deeper the depression got, the more optimistic was Republican President Herbert Hoover. "The fundamental business of the country is on a sound and prosperous basis," said Hoover in October, 1929.

"The country has turned the corner," Hoover declared in January, 1930. "The high point of unemployment would be passed in 60 days," he predicted in March, 1930.

"We have now passed the worst," Hoover said triumphantly in May, 1930 as the bottom of everything began dropping out of sight.

When President Hoover spoke in Cleveland, Ohio, October 2, 1930, 1500 pickets shouted, "We're tired of eating out of garbage pails."

"Cash on hand, \$1.70," wrote an unemployed rubber worker who was a college graduate. "Pride

too great to appeal to organized charities. Civilization too great to use a lead pipe."

And in the rubber shops those who had a job, left their dignity and their manhood outside the factory gate if they wanted to keep that job. A rubber worker recalls those grim days:

"I can remember going to work every day trying to get a few hours work. I'd pack my lunch, get on the trolley car, change clothes, and with dozens of others, wait for the foreman to tell us if we had any work that day. Sometimes we'd wait an hour or two and then the foreman would tell us: 'No work today, fellows, see you tomorrow.' We'd change our clothes and take the trolley home. The same routine occurred day after day.

"One day I didn't come in. The next day the foreman said to me, 'Where were you yesterday?' I told him that I was thinking as long as there was no work, I'd stay home and save the trolley fare. He said 'I get paid for thinking around here. Since you don't seem to be interested in working, you can take a two week layoff.'"



What was the depression really like? Arthur Schlesinger, Jr. in "THE CRISIS OF THE OLD ORDER" tells of the hopelessness and bitterness as rubber workers and auto workers, store clerks and steelworkers looked for jobs that didn't exist.

Now came the slowdown—only three days of work a week, then perhaps two, then the layoff. And then the search for a new job—at first vigorous and hopeful; then sober; then desperate; the long lines before the employment offices, the eyes straining for words of hope on the chalked boards, the unending walk from one plant to the next, the all-night wait to be first for possible work in the morning. And the inexorable news: "No help wanted here" . . .

And so the search continued, as clothes began to wear out and shoes to fall to pieces. Newspapers under the shirt would temper the winter cold, pasteboard would provide new inner soles, cotton in the heels of the shoe would absorb the pounding on the pavement, gunny sacks wrapped around the feet would mitigate the long hours in the frozen fields outside the factory gates.

And in the meantime savings were trickling away. By now the terror began to infect the family. Father, no longer cheery, now at home for long hours, irritable, guilty, a little frightened. Sometimes the mother looked for work as domestic, chambermaid or charwoman; or the children worked for pennies after school.

As savings end, borrowing begins. If there is life insurance, borrowing on that, until it lapses; then loans from relatives and from friends; meat vanishes from the table; father goes out less often, is terribly quiet; the children begin to lack shoes, their clothes are ragged, their mothers are ashamed to send them to school.

Wedding rings are pawned, furniture is sold, the family moves into ever cheaper, damper, dirtier rooms. In a Philadelphia settlement house a little boy of three cried constantly in the spring of 1930; the doctor examined him and found that he was slowly starving.

In November the apple peddlers began to appear on cold street corners, their threadbare clothes brushed and neat, their forlorn pluckiness emphasizing the anguish of being out of work.

In the mining areas families lived on beans, without salt or fat. And every week, every day, more workers joined the procession of despair. The shadows deepened in the dark cold rooms, with the father angry and helpless and ashamed, the distraught children too often hungry or sick, and the mother, so resolute by day, so often, when the room was finally still, lying awake in bed at night, softly crying.

Unemployed Rubber Workers Storm City Hall

AKRON (Oct. 9, 1930)—Several thousand men milled about Thursday in a drizzling rain outside the city hall. The city had announced it was going to employ between 300 and 500 people.

Guards stationed at city hall said that several hundred had waited all night in the rain, some sleeping on the steps of the building and others in doorways and windows. Those who could find no room to lie down paced up and down with shabby coats and soggy newspapers held over their heads for protection.



VOTE FOR HOOVER said a famous Republican ad of 1928. He will put "a chicken in every pot and a car in every garage." "Republican prosperity" said the ad, "has brought fuller pay envelopes, fatter bank books and a peak value to stocks."

By the end of 1932 one out of every four farms had been sold for taxes, 15 million were unemployed, five thousand banks had closed their doors, wages fell off by \$22 billion dollars. But dividend and interest payments rose to an all time high in 1931.

Democrat Franklin D. Roosevelt campaigned against Republican Herbert Hoover in 1932. "These unhappy times," he said "call for plans that build from the bottom up and not from the top down, that put faith once more in the forgotten man at the bottom of the economic pyramid."

The millions of forgotten men and women of America swept Roosevelt in and Hoover out. Rubber workers across the land looked forward anxiously to Roosevelt's inauguration on March 4, 1933.

THE NEW DEAL



THE PRESIDENT IS BEHIND US

The most important of the early New Deal laws affecting workers and their unions was the National Industrial Recovery Act passed in 1933 and known popularly as the NRA. Section 7(a) of the NRA said flatly:

Employees shall have the right to organize and bargain collectively through representatives of their own choosing and shall be free from interference, restraint, or coercion of employers in the designation of such representatives.

For the first time in history the government was saying you had a right to join a union. The sleeping giant of labor awoke. Workers said: "The President is behind us! The government is behind us!"

Section 7(a) seemed to be the answer to hundreds of thousands of desperate industrial workers. Rubber workers in Akron, Los Angeles, Trenton, New England, and Indiana and steel workers, auto workers, electrical workers poured into unions—thousands and thousands per day. But the American Federation of Labor—organized mostly on a craft basis—had no real place for these industrial workers. According to the AFL philosophy these workers were supposed to organize according to crafts—10 to 20 crafts for each plant.

Workers in rubber plants and other industrial factories were given charters with long numbers. In

"I pledge you—I pledge myself to a New Deal for the American people," Franklin D. Roosevelt told the Chicago Democratic convention, July 2, 1932, when he accepted the nomination for the presidency of the United States."

"Let us here assembled constitute ourselves prophets of a new order of competence and courage. This is more than a political campaign; it is a call to arms."

The New Deal came to Washington with shirt sleeves rolled up ready to do a job for the American people. Under the leadership of FDR the people of the country looked at the depression, saw that it was man-made, and decided what man could make he could unmake.

In rapid-fire succession the New Deal passed laws dealing with unemployment, public welfare, banking, agriculture, labor, public works, conservation, wages and hours, unemployment insurance, social security and a dozen other areas. The New Deal changed the face of America and it would never be the same again.

THE GOVERNMENT is behind us, shouted rubber workers when New Deal's NRA said you could organize. But Supreme Court threw out NRA and enthusiasm waned because of lack of national industrial union.



BIRTH OF A UNION



TWENTY-FIVE YEARS AGO these 51 delegates representing 26 local unions establishing the United Rubber Workers of America. This historic picture was taken during the week of September 12, 1935 at the Portage Hotel in Akron, Ohio. Current conventions of the United Rubber Workers have more than ten times as many delegates.

The time is September 12, 1935.

The place is the Portage Hotel in Akron, Ohio.

The occasion is the founding convention of the United Rubber Workers of America.

The participants are 51 youthful rubber workers—delegates from Cambridge and Chicopee Falls, Massachusetts; Jeannette, Pennsylvania; Eau Claire, Wisconsin. There is one delegate from the West Coast, one from the South, none from Canada. One comes from Cumberland, Maryland, one from Butler, New Jersey, one from Chicago, two from Indiana. More than half the delegates are from Akron and other Ohio cities. They represent 26 local unions.

These rubber workers are inexperienced in the ways of unionism or conventions, but they are eager and courageous. And they are determined to build a union that can stand up to the big rubber companies.

Uppermost in their minds are two questions:

1. Will the new United Rubber Workers be allowed to organize all workers in the rubber shops into one industrial union?

2. Will the new union be run by the rubber workers themselves?

Addressing the convention and presenting a charter of affiliation from the American Federation of Labor is AFL President William Green himself.

President Green finishes and now Salvatore Camelio, Federal Labor Union 19002, Cambridge, Massachusetts, has the floor:

"I would like to ask if we, the delegates assembled, accept this charter, does this give the president the right to appoint its officers?"



WILLIAM GREEN presents AFL charter to newly formed United Rubber Workers. He said, "It cannot be amended . . . it cannot be accepted . . . it cannot be rejected."

Green replies: "First of all, it is not for you to decide as to whether or not you will accept this charter. That has been decided by the American Federation of Labor and the Executive Council. It cannot be amended and it cannot be accepted, and it cannot be rejected . . . This confers upon me the right to designate or appoint your officers for a probationary period."

The reply does not sit well with the rubber workers. They want democratic procedure in their organization. Green, bowing in the face of hostility, offers a compromise:

If the rubber workers will agree to let him handpick his own president of the new union, the AFL will give the infant organization financial aid.

The air is tense as delegate Sherman Dalrymple, president of the Akron Goodrich Local, takes the floor. Widely respected and known as a friend of AFL organizer Coleman Claherty, the man Green wants as president, his words can decide the outcome.

Dalrymple speaks:

"Financial help is less important to me than democracy. Do not vote the democratic principles of this organization away."

In a roll call vote the delegates decide by five to one to turn down Green's compromise. They want to elect their own president as well as the other officers.

Sherman Dalrymple is elected President.

Thomas Burns from the Fisk Rubber Local in Chicopee Falls is elected Vice-President.

Frank Grillo from the Goodrich Local in Los Angeles is elected Secretary-Treasurer.

The question of democracy in the United Rubber Workers is settled swiftly and decisively by the delegates. But the question of industrial versus craft unionism has to wait for the national convention of the American Federation of Labor in Atlantic City one month later, where the shadow of John L. Lewis, leading advocate of industrial unionism, looms larger and larger.



THE FIRST URW HEADQUARTERS

The first headquarters of the United Rubber Workers was a far cry from the modern, air-conditioned, five story building now owned and occupied by the union. Listen to Sherman Dalrymple:

"We opened our headquarters in two small rented rooms. We didn't have a dollar in the bank. We had exactly 3080 dues paying members.


"We had two worn-out typewriters. We did not have a single contract with a major rubber company. We had no staff."

"We had no money to print our Constitution and the proceedings of our first constitutional convention. However, our printer, Alex Eigenmacht, never squawked about the bills. He told us: 'I am right with you boys. I know you have no money. If you do all right, that's fine. If you go broke, I go broke with you.'"

FIRST EXECUTIVE BOARD. Standing, George Roberts, Walter Welsch, Salvatore Camelio, N. H. Eagle, W. W. Thompson, John Marchiando. Seated, officers Frank Grillo, S. H. Dalrymple, Thomas Burns. At extreme right, Coleman Claherty, AFL representative in rubber.

"If you go broke, I go broke with you" — Alex





CIO! CIO!

ALLAN HAYWOOD (left), one of many veteran trade unionists sent by CIO to Akron to help rubber workers organize.



URW PRESIDENT Sherman Dalrymple and John L. Lewis discuss progress of industrial unionism at early CIO convention. URW started as part of AFL in 1935, switched quickly to CIO in 1936.



In Atlantic City at the convention of the AFL in October, 1935, the great debate raged: Should America's great factories be organized on an industrial basis—one local to a plant, one big union to an industry—or should they be organized by individual craft unions?

Shaggy-haired, bushy-eyebrowed, John L. Lewis, head of the miners union, rose to speak in favor of industrial unionism:

"The labor movement is organized upon the principle that the strong shall help the weak. Isn't it right that we should contribute



something of our own strength toward those less fortunately situated?

"In the rubber industry there are thousands of former members of the United Mine Workers who believe in the industrial form of organization because they were reared in that atmosphere. They are not content to be further exploited in these feeble craft attempts to establish collective bargaining in the haunts of the rubber barons.

"Prepare yourselves by making a contribution to your less fortunate brethren. Heed this cry that comes from the hearts of men. Organize the unorganized and in doing this make the AFL the greatest instrument that has ever been forged to befriend humanity."

The vote was 18,464 to 10,897 against organizing on an industrial basis. Soon after Lewis and eight other leaders established the Committee for Industrial Organization — the CIO — to organize America's great industries.

Organizers were missionaries, laboring endless hours and braving unknown perils. Workers crowded labor halls to hear the Gospel. By the tens of thousands workers rallied to the CIO banner.

They won a new freedom called "industrial democracy." This was the great achievement of the CIO. It meant a man had a say about his job. The company could not give him this freedom; he had to earn it.





THE SPIRIT OF CIO

The CIO was a revolt against industrial dictatorship. "A great business is really too big to be human," said Henry Ford, and the CIO was born because workers in giant factories decided they wanted to be treated like human beings.

The CIO was a people's revolt in Detroit where autos came first and autoworkers came last . . . in Akron where tires came first and tirebuilders came last . . . in Pittsburgh where steel counted but men who made the steel didn't.

The CIO was a revolt against the man with the stop watch who set a pace which made men old before their time . . . against the favoritism where a man was hired in because he could play a good game of basketball for the company team while another man who had given his best years for the company was laid off . . . against the nightmare of despair where company unions and spies broke all efforts of workers to have a say about working conditions . . . against the industrial jungle where each looked after himself and clawed his fellows in the process.

Three months after the CIO was born it was put to its first major test. The place was Akron, Ohio where rubber workers challenged the largest rubber company in the world.

SIT DOWN! SIT DOWN!

SIT-DOWNER: "We were nervous. We didn't know we could do it. Those machines had kept going as long as we could remember. When we finally pulled the switch and there was some quiet, I finally remembered something . . . that I was a human being, that I could stop those machines, that I was better than those machines anytime . . ."

The Wagner Act said you had a right to a union but employers sat down against the law. So workers sat down on their jobs to force union recognition.

The first sit-down in the U.S. occurred at the Akron General plant one year before CIO began. Rex Murray, president of the General local in 1934, recalls the first sit-down:

"We were looking for some way to gain union recognition. We finally came up with the sit-down. I had read about strikers being beaten up by police. So I thought if we sat down at our machines it would be unhandy for the law to come and break our skulls. They might harm the machines.

"We had plenty of sit-downs at General from 1934-36. We didn't have arbitration and this was how we had to settle our grievances."



STRIKE!



"The picket-line was a turbulent stream of humanity . . . a living thing with a single mind and a single purpose."

On January 19, 1936, John L. Lewis spoke in Akron before a packed Armory. Outside a blizzard whirled and cut the faces of the rubber workers coming to hear him.

"The only way out," Lewis declared, "is to organize the workers into unions that can raise articulate voices. Organize! Organize! Organize!" He looked over the sea of quiet faces—the faces of men waiting, looking for a message. He paused and then in a hoarse, near whisper concluded: "I hope you will do something for yourselves."

One month later Goodyear workers did do something for themselves.

The fire which was kindled by John L. Lewis and fanned continuously by company discrimination, speed-up, defiance of the union, defiance of the Wagner Act, defiance of the recommendations of a government fact-finding committee—this fire blazed forth and engulfed the largest rubber plant in the world and became the first test of the young CIO.

The great Goodyear strike involving 14,000 workers began February 17, 1936.



P. W. LITCHFIELD, head of Goodyear: "The company will not sign any agreement with the United Rubber Workers even if a vote of employees shows that a majority wish to be represented by the union." But Goodyear eventually accepted collective bargaining. A signed contract was achieved in 1941 and in 1951 Goodyear became a 100% union shop.



TEMPERATURE was 9 below zero when Goodyear strike began but union spirit warmed pickets' hearts.





POLICE leave strike area as strikebreaking plan fails.

John House, first president of Goodyear Local 2 recalls the great 1936 strike:

"It all started in the Plant 2 tire room, with a lay-off which touched off the accumulated grievances of years. The company refused to negotiate. We called a meeting. I shall never forget that day. A blizzard was blowing. The temperature was below zero. We decided to strike. Skip O'Harrah grabbed a flag and said, 'Come on boys, let's go.' The whole crowd fell in behind the flag and marched up Market Street with the blizzard blowing about 40 miles an hour."

The picket line, longest in the history of American strikes, stretched for 11 miles. Sixty-eight shanties of corrugated paper and plaster board protected the pickets from the biting winds. Stoves made from old tar barrels and cans warmed frozen fingers and toes.

Public sympathy was on the workers side. Farmers brought in half a beef, a load of cabbage, anything they could spare. Merchants kept big barrels in their stores to receive donations of groceries from their customers. Kitchen equipment was donated by restaurants. The strikers' wives organized a commissary which served as many as 5000 meals a day.

The CIO sent in funds and trained organizers—Adolph Germer, Powers Hapgood, Allan Haywood, Ben Shaffer, Rose Pesotta and others. Rose Pesotta, who was an inspiration on the picket line, told one striker, "You are making history." The striker grinned.

Everyone helped. Rubber workers in other plants took up collections. Donations came in from as far away as Texas and Arizona. Some money even came from the old country. Solidarity won the Goodyear strike.

After five weeks this great CIO strike was settled. Goodyear agreed to deal with the union. It wasn't a real contract but it was the first step.

Listen to strike leader John House:

"After the strike, instead of a weak five or six hundred member union we had more than ten thousand members. The chief thing we won from this strike was our union. We demonstrated that the courage of the people in the plant was complete; that we could do things through organization and working together that would be impossible without the union."

The dam had been broken. Rubber workers were on the march. If Goodyear workers could do it why not Firestone, Goodrich, U.S. and all the others?

INJUNCTION!



POLICE post court injunction limiting picketing but this only strengthens determination of strikers to win.

JOHN HOUSE, Local 2 President and strike leader, is carried by joyous Goodyear workers in victory parade. Said House: "The chief thing we won from this strike was our union."

VICTORY!



UNION WHIPS FIRESTONE

ORGANIZE!



One year after the great Goodyear strike the scene shifted to Firestone Local 7 in Akron. It was March 1937. Under the leadership of Local President L. S. Buckmaster, assisted by ex-coal miner Tom Owens, E. H. "Jack" Little, Joe Calamia and others, the local began to stir.

Firestone dealt with a company union but consistently refused to recognize the existence of Local 7. The union finally decided to strike.

And a spirited strike it was. Lusty-throated women marched around the plant singing "Solidarity Forever" while the male pickets cheered the ladies on. Akron labor—AFL and CIO united—held a giant parade for the Firestone workers.

Main street. Twenty-five thousand unionists marched to the tune of ten bands. One could hear the cadenced steps of victory-destined feet. The CIO Newspaper Guild, AFL Beauticians, office workers and the men from the rubber shops. Even the children paraded. "Junior Unionists" from URW Local 6 proclaimed the new world they wanted—a world their fathers and mothers were now fighting to win.

For six weeks the company wouldn't talk, hoping to wear its workers down.

Then the Supreme Court declared the National Labor Relations Act constitutional on April 12, 1937 and 16 days later—April 28—Firestone signed. It was only a few typewritten pages but it was history-making—the first written agreement with a major com-

Dance in Street On Winning Sole Bargain Right

By CARL HAESSLER, Federated Press

AKRON, Ohio.—Before 8 in the morning of April 30, the thousands of members in the Firestone Local were on their way to the Akron armory, biggest but not big enough auditorium in town.

The ratification meeting would not begin before 10 but they knew the armory held only 4,500 people, including every



LOCAL 7 President L. S. Buckmaster and rubber workers celebrate big victory in 1937.

pany won by the United Rubber Workers. It included exclusive bargaining rights, seniority, paid vacations and arbitration.

In a huge meeting Firestone workers approved the contract 4500 to 200. There was dancing in the streets before the plant.

Throughout the strike the figure of "coolheaded" Local 7 President, L. S. Buckmaster loomed ever larger as a man to be reckoned with in the future.

Joyous Firestone worker was so happy when 1937 strike resulted in contract that he climbed telephone pole.



THE UNION GROWS

From 1935 to World War II the URW was a fast-growing, gangling, vibrant youth—inexperienced, but keen and enthusiastic and dedicated to the proposition that every rubber worker belonged in the new union.

President Dalrymple faced an impossible job when he took office in September, 1935. "We were broke," he recalls. I stayed on my own local union payroll for a month because the International couldn't pay my \$60 a week salary."

First paid organizer was Salvatore Camelio working on a part-time basis (\$10 per week plus expenses). On April 1, 1936, the Executive Board assigned Camelio to New England full-time. Another organizer, John Marchiando, was assigned full-time to the Trenton-Philadelphia area. Harry Eagle was put on part-time to work around Ohio and western Pennsylvania. George Roberts, on loan from the AFL, was assigned to the West Coast.

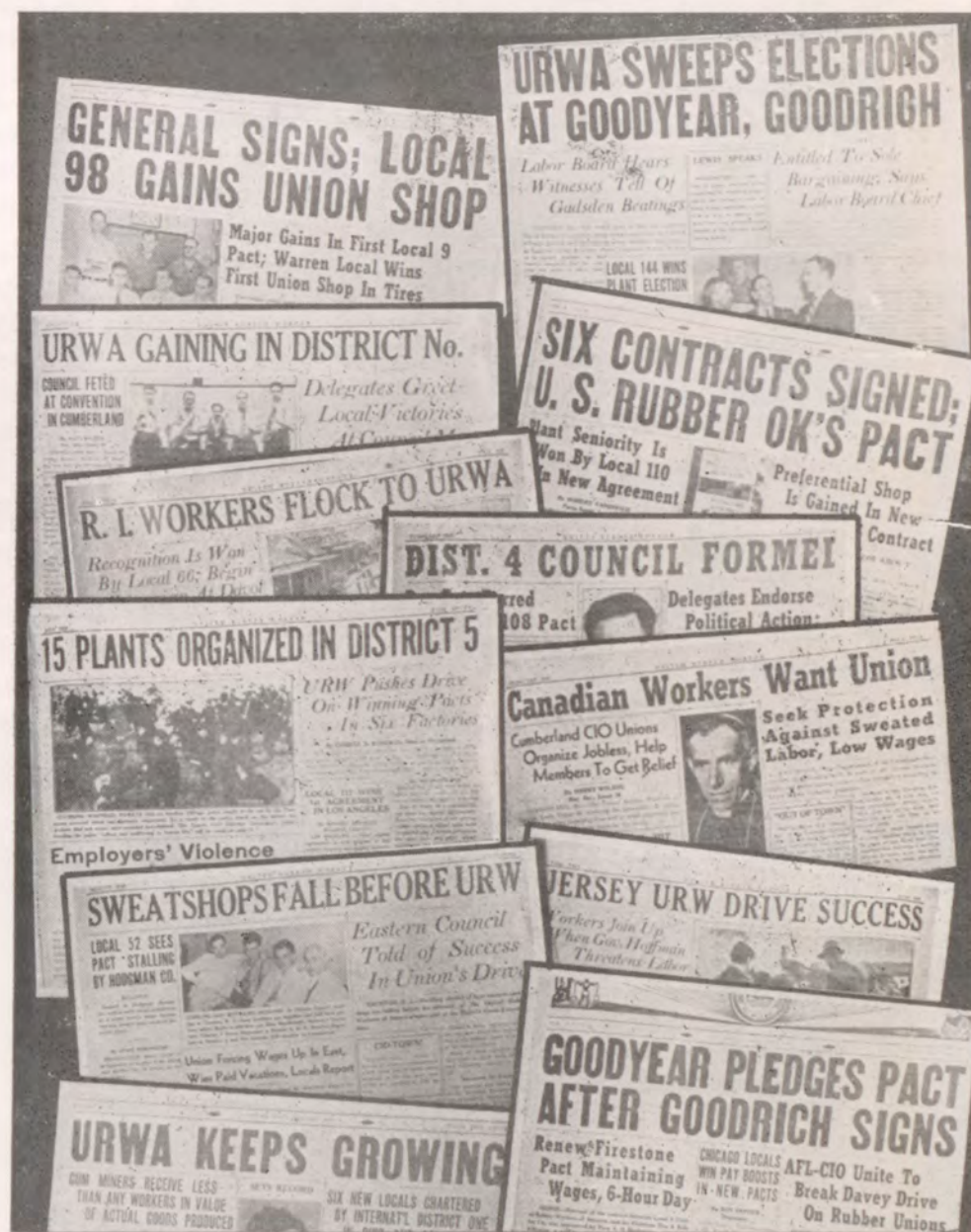
A glance through the old files of the union's official paper, the United Rubber Worker shows the excitement and drama of those early days as the house of the URW was built brick by brick.

May, 1937: URW wins first contract in floor covering industry as Sloan-Blabon signs with Local 107; guaranteed minimum for women, 45c per hour, for men, 52½c per hour . . . **June, 1937:** Organizer Marchiando reports District 7 has increased from 4 locals to 17 in last year . . . **July, 1937:** Organizer Camelio reports seven locals operating in Rhode Island . . . Organizer Roberts reports six signed contracts on the West Coast . . . **August, 1937:** Goodrich Local 5 wins smashing Labor Board victory, 8212 to 834 . . . Goodyear Local 2 victorious over tough company opposition, 8464 to 3193 . . . **June, 1938:** Goodrich signs first contract as Local 5, with representative Harley Anthony taking the lead, successfully fights off wage cut . . . **September, 1938:** U. S. Rubber Local 101 in Detroit (5000 workers) wins first contract including seniority and vacations . . . **February, 1939:** Dryden Rubber Local 108 wins contract with arbitration, protection against wage cuts . . . **July, 1939:** Field Representative Herbert Dawson reports first URW union shop agreement, signed by Denman Tire Local 98.

The union rolled on. Contracts were signed, wage increases won, locals established. But it wasn't easy.



IN 1938 URW had only 13 men on field staff. In 1960 it required 80 field representatives and district directors to service established locals and organize new ones. Seated: Vice-president Thomas Burns, President S. H. Dalrymple, Secretary-treasurer Frank Grillo. Second row: C. D. Lesley, Joseph MacKenzie, Rex Murray. Third row: Harley Anthony, Charles Serra, Floyd Robinson, O. H. Bosley, Salvatore Camelio, Roland Turgeon, N. H. Eagle, Lloyd Brown, Herbert Dawson, Charles Lanning.



HEADLINES from the United Rubber Worker, official URW paper, tells story of union growth from 1935 to 1941.

IT WASN'T EASY

SHERMAN DALRYMPLE and others were beaten by thugs while organizing in Gadsden, Alabama. Today, Gadsden is a 100% union town.



TEAR GAS SHELLS were shot into picket lines to break strikes.

No, it wasn't easy to organize the rubber workers' union. Ask any one of the hundreds of rubber workers who were beaten up, roughed up, discriminated against, fired from their jobs—all because they wanted a union.

In Memphis, Tennessee, in 1940, Organizer George Bass had his car overturned—with himself inside it—when he tried to organize the Firestone plant. Later 150 company men attacked him at the plant gates and sent him to the hospital. But the union was organized.

In Jackson, Michigan, Organizer O. H. Bosley was dumped out of a car into a field and left for dead. But the plant was organized.

In Willoughby, Ohio, rubber workers faced tear gas guns of police. But Local 3 was organized.

In Oaks, Pennsylvania, Organizer Joe

Feineisen was slugged and pushed around by company strong-arm men. But the Goodrich plant was organized.

In Kearny, New Jersey, workers were thrown off a bridge and slashed with knives. But the union was organized.

In New Toronto, Ontario the town council passed a "padlock law" prohibiting all union organizing activity. But New Toronto was organized.

In Los Angeles, California, "practical" men laughed at the attempts of Floyd Gartrell, James Martin, Herb Wilson, George Burdon, Ed Barnes, Herb Welch, Frank Grillo, George Roberts and others to form a union. "Why, Los Angeles is the toughest anti-union, open-shop town in the country." But Los Angeles was organized.

And in Gadsden, Alabama, at the Good-year plant, where Sherman Dalrymple was

ACROSS THE BORDER in Canada rubber workers also had a hard fight to win union contracts and collective bargaining. Many strikes were victorious but the big strike at Kaufman Rubber in Kitchener (right) in 1937 was beaten by a dictatorial employer. Twenty-three years later, in 1960, Kaufman workers were again forced to strike when they rebelled against medieval working conditions.



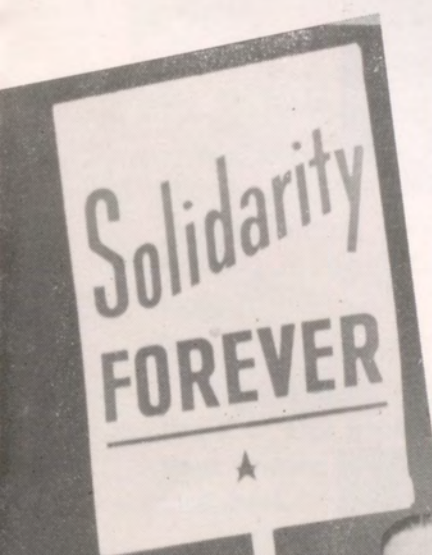


POLICE BRUTALITY was not unknown to rubber workers who fought for union.

beaten up by goons in 1936; where Local 12 president E. L. Gray was arrested for distributing copies of the United Rubber Worker because it "caused trouble"; where Organizer John House, 1941 was attacked in the union office by thugs wielding blackjacks, requiring 86 stitches in his head; where local police worked closely with the company to keep the union out of the plant and the organizers out of town—in Gadsden, Alabama on April 7, 1943, in a secret ballot, government election workers voted by a thumping 1144 to 327 in favor of the union.

It was a great day for the rubber workers but it was also a great day for Gadsden and for democracy. The courage of union men and women helped bring Gadsden back into the United States and make it a 100% union town with good labor-management relations and community spirit.

The workers in the rubber shops must never forget the sacrifices of the men and women who made today's union possible.



THE WAR YEARS



World War II brought a great challenge and new responsibility to the rubber workers. More than twenty thousand rubber workers served in the armed forces. Many hundreds died on the field of battle.

On the home front rubber workers took a no-strike pledge and produced the fuel cells, the de-icers, the floats, boats, rafts and pontoons, the targets, the gas masks, the barrage balloons, the tubes, the tires—from the small tail wheels to the giants for the earth movers and super bombers. Countless other items by the millions were produced by URW members.

Truck tires were so essential for the war effort that the army ordered a number of soldier tire builders back into the rubber shops to help produce desperately needed tires for the front.

PRESSURIZED RUBBER SUITS (below) among thousands of war-time items made by URW members.



THREE OF OUR MANY WARTIME HEROES



Pfc. David Findlay
Local 125
Died in battle



S/Sgt. W. A. Haney
Local 5
Missing over Europe



Pvt. G. Demyanchuk
Local 6
Killed in Action

War Eats up Tires, Lunceford Reports

LOS ANGELES, March 1—Albert T. Lunceford, Rubber Workers international representative, this week was back from a 14-day tour of Europe's battlefields with a yard-long memory of experiences and a personal, urgent message to Southland rubber workers from General Dwight D. Eisenhower.

"At the end of our battlefield tour in which we covered 1,200 miles," Lunceford said, "we met Ike. He told us:

"You guys are giving us a lot of material, and it's good material, too—but we need a little more of it for the final push."

THEY SAW IT

Just how badly Ike and his fighting men needed more heavy-duty and combat tires, Lunceford and eight other members of the United Rubber Workers who made the Army-conducted tour saw for themselves.

"At one overseas port," he said this week in a press conference, "we saw stockpiles of tires pulled off Army trucks in this country for shipment to France and Belgium."

"At every port and installation center we saw tire repair and re-tread shops. We also saw mobile units on 2½-ton trucks going right up to the front. Along every highway there are tire inspection stations."

"The reason for that," he said, "is that if one truck has a blow-out, an entire convoy will be slowed down. And, if there are no spares, they just have to move the truck off the road to get the

Patch Up That Tire Again; The Army Needs New Ones

LOS ANGELES, March 1—If you think you're having trouble with those old, pre-war retreads you're bumping around on these days, you should listen to A. T. "Blackie" Lunceford tell about the trouble the GIs have for lack of sufficient good tires—and what they've got to use as roads.

Lunceford, Rubber Workers' international representative, has just returned from a 14-day Army-conducted tour of the battlefields in Europe.

"During our tour of the front," he says, "the cars in which we traveled had two blowouts and eight punctures in 1,200 miles.

convoy rolling again."

Three weeks ago Lunceford, better known as "Blackie" to tire and rubber workers here and to delegates to the Los Angeles CIO Council of which he is vice-president, left Los Angeles for Washington, where he boarded an Army plane for a first-hand peek at the need for more tires on Europe's battlefields.

SAW BASTOGNE

The CIO group visited Rouen, LeHavre, Namur, Liege, Antwerp,

That ought to give you some idea of what the roads are like."

Worst menace to tires, he reported, are land mines, "they blow up beyond repair then."

At LeHavre, in addition to the sharp flak and shell fragments which cover the roads, Blackie's delegation saw a quartz type of rock common there which has razor-sharp edges. These rocks after becoming embedded in the tires, burrow clear through to the tube.

So, just throw another patch on that old tube, and another retread on that tire. The Army needs tires more than you do."

Brussels, Waterloo, Verdun, Bastogne and Reims.

"I can tell you," Blackie said, "that the Army took us everywhere. We saw everything there was to see. They weren't pulling punches. They let us inspect what caught our attention, and they let us talk to the GIs."

In CIO-built sedans, the delegation covered 1,200 miles of France and Belgium, though the closest they got to the front lines was the sight of a buzz-bomb

headed for supply centers in the rear.

Blackie's been back home about two weeks now, but he says, "I still haven't gotten over the morale of those GIs there. The GI is not being propagandized into hating unions, he thinks we're doing a good job. He's aware that the workers of this country are producing everything they can for him and his allies."

UNIONS UNDERGROUND

It'll be a long time before Europe's tire and rubber plants are put back into good working shape, Lunceford thinks.

Europe's trade unions went underground when the Nazi occupationists moved in, Lunceford learned from European trade union leaders he talked to. "The workers maintained their trade unions, despite the Nazis," he said here. "And I know because I talked to many of them. The trade unions were the backbone of the resistance movements."

Lunceford will report on the tire situation as he saw it in meetings to be held this week at Firestone, where he was once president of Local 100; and at Goodyear, U. S. Rubber and Goodrich. He will talk to all three shifts.

"I know we're doing a good job—the Army calls it 'terrific'—at those plants," he said, "but we're going to need 25 per cent more production now that Eisenhower's big push is under way."



URW-made rafts saved many lives in World War II



(Above) BEARDED Local 43 members worked 120 days, non-stop, to produce desperately needed material for Air Force. No one shaved during 120 days.

(Below) DESMOND WALKER (below, 3rd from left), president of Mansfield Local 17, holds award given Local for record bond purchases.



We were proud of our record and so was the Army, whose spokesman in charge of production of rubber defense material, Lt. Colonel Johnson, told the 1945 URW convention:

"I have seen you at work at all hours of the day and night straining every muscle in your bodies, sweating and choking in the heat and dust.

"Without your skill and your work there would be no landing in North Africa, no conquest of Italy, no victory at Guadalcanal and Saipan, no beachhead in Normandy, no blitz through Brittany, no end run around Paris and no pounding and crushing of the Siegfried Line.

"Rubber Workers of America—you have done a magnificent job. We in the Armed Forces salute you. From the bottom of our hearts we thank you."

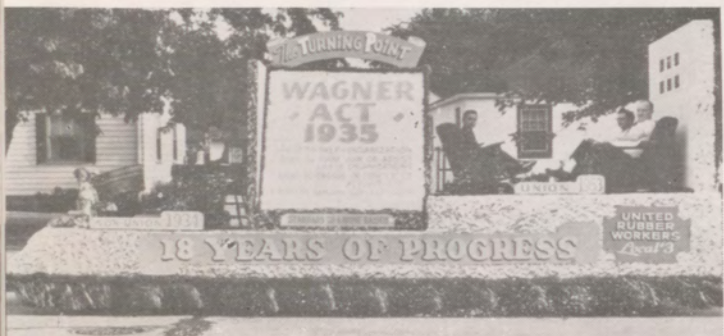


(left) CHARLES LANNING presents charter to Dunlop Local 135, Buffalo, one of many important tire plants in District 1. Lanning was URW Secretary-Treasurer from 1942 to 1949.

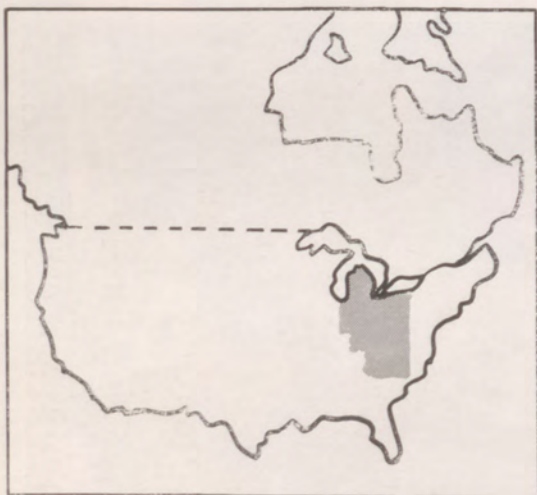
BUILDING THE UNION



(above) DISTRICT 1 LOCALS have militant history. Joseph Childs, then president of General Local 9, meets with strike-kitchen crew during one of early strikes.



LOCAL 3 float shows union progress since days before Wagner Act.



District 1 Director: Carl Swartz

DISTRICT 1

District 1, with headquarters in Akron, Ohio, is the district of URW firsts. Here the first convention of the United Rubber Workers was held in 1935; Goodyear workers won the first major test of the new CIO in 1936, Firestone workers won the first major contract in 1937, and Goodrich Local 5 claimed it was the first union to stand up to a major company move to cut wages in 1938.

The first sitdown strike took place in 1934 at the General Tire and Rubber Company, and India Rubber in neighboring Mogadore gained the first union shop contract. Too, in 1957, the first nation-wide boycott against a rubber company was launched by the URW in defense of the embattled O'Sullivan Rubber local, also located in the district.

District Director, Carl Swartz, can claim the district is first in terms of membership, for it contains 123 local unions with over 65,000 members.

The initial victories in Akron spurred union drives throughout the district. In open shop Dayton, Ohio, URW organizers, trying to help workers at Inland Manufacturing and Dayton Rubber win their union, grinned at the rugged obstacles. "The tougher they come the harder they fall," they said, and the plants were organized.

The union wave swept into Mansfield, Findlay, St. Marys and Youngstown, Ohio. The 5000 member, U. S. Rubber plant in Detroit was organized. So was Pontiac and Jackson, Michigan.

The union marched into Erie, Pennsylvania, and on to Buffalo, New York. It went South into Cumberland, Maryland, and then into tiny Bedford, Virginia, where the URW has become a respected part of the community. Truly, District 1 is a bastion of the United Rubber Workers.

Field Representatives—H. C. Anthony, O. H. Bosley, F. M. Dobbins, Joseph Emmons, Leo George, Ralph Gwyn, Robert Hill, Henry Kedzierski, William Kuehner, John Lyle, Richard McGown, James Misock, Fleet Perrine, Curtis Treen, Donald Tucker, Newton Vermilion, I. H. Watson, Paul Weiker, C. V. Wheeler, Claude Wisdom. Time Study Engineers: Gabriel Barone, Manuel Jones, Stephen Koval, Gerard Martell.

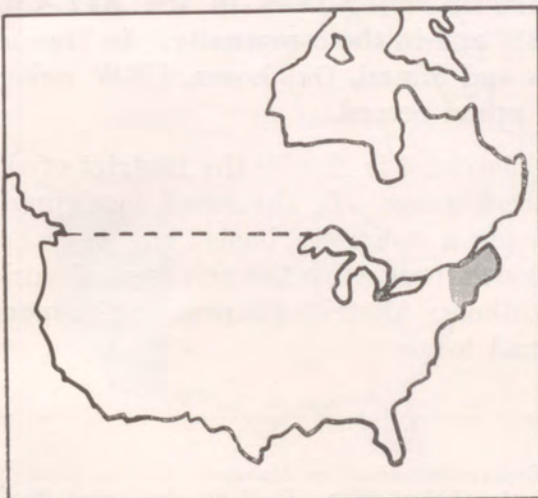


(left) ANNUAL DISTRICT 2 summer school attracts 150 union leaders, largest of any district.

DISTRICT 2



DISTRICT 2 collective bargaining is normally peaceful but once in a while strikes are necessary to defend union and make gains. This is Armstrong Tire Local 93 in Connecticut.



District 2 Director: Salvatore Camelio

New England was the birthplace of the ill-fated Amalgamated Rubber Workers Union of North America. The union's national president, Thomas J. Edwards, worked in the Boston Woven Hose plant, and many years later he began advising a youthful fellow worker named Salvatore Camelio.

When Camelio came to the founding URW Convention in Akron, Ohio, he had learned how to avoid some past union mistakes, and coming from the region of the Minuteman and Paul Revere, he had developed a passion for what he called "the democratic spirit." He was one who helped spearhead the convention fight in 1935 for a union run entirely by its own members.

District 2 contributed to the URW's democratic spirit. New England rubber workers, sons and daughters of American Revolutionaries, of New World French, of liberty-seeking Irish, of descendants of freed slaves and of those who came from Portugal and Italy and Middle Europe to find new freedoms, knew the meaning of all people working together.

But freedom is never easily gained. In 1936, workers in nine plants tried to get union recognition and all nine had to strike to do it. URW women strikers in Rhode Island were praised by CIO leaders for providing "inspiration" to the men in unorganized plants. U. S. Rubber workers from Naugatuck, Connecticut went to Passaic, New Jersey, to help fellow workers many miles away organize their union.

Today, 82 per cent of all New England rubber workers are organized, and the District, which counted a scant 2 locals in 1935, now has sixty. Representatives constantly organize new unions. Rubber worker still helps rubber worker in the democratic spirit which made District 2 the strong eastern arm of the URW.

Field Representatives—Edward Collins, William Fernandez, Jr., Daniel Ford, George Geier, Francis Quinn, Stephen Rose, William Stapleton, Michael Tamburro. Time Study Engineer: Bernard Savilonis.



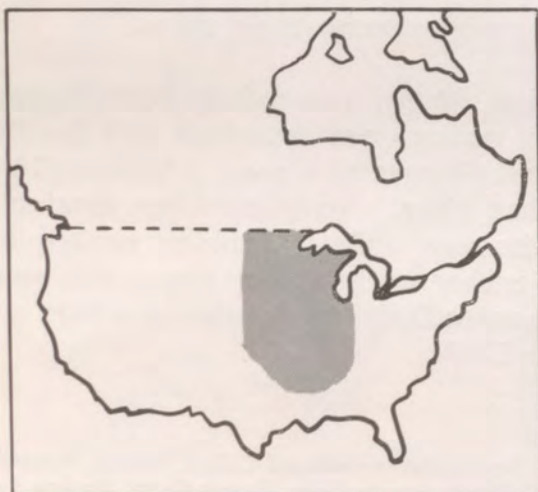
SPIRITED ELECTIONS for union office are common in District 4 and throughout URW.



RICHARDSON Local 323 had to strike many weeks in 1947 for contract. Today company-union relations are excellent.



FIRST DELEGATES to URW convention from Local 65 were this group in 1936. U. S. Rubber Local 65, Mishawaka, Indiana, is largest in District 4.



District 4 Director: Floyd Robinson



UNION MAIDS like those above are typical of many women members active in District 4.

DISTRICT 4

On April 15, 1945, URW Local 307, Topeka, Kansas, negotiated its first agreement. There were only two items: a grievance procedure without arbitration and a declaration that "the union shall agree that the bulletin boards will not be used for the dissemination of propaganda." This was the entire agreement. In 15 years time, Local 307 and the other locals of District 4 have gone a long way in negotiating some of the best contracts in the nation.

District Director Floyd Robinson came out of the La Crosse, Wisconsin, Rubber Mills Company. He and his fellow workers organized an AFL union in 1934 and after a 10 week strike won their first contract. It had only a few clauses but it was an outstanding contract for the time and it helped guide other locals.

Two U. S. Rubber locals, Local 19, Eau Claire, Wisconsin, and Local 65, Mishawaka, Indiana, have played leading roles in the union. Local 65 paid a man out of its own treasury to organize rubber workers in Rock Island, Illinois. Local 19 successfully organized white collar workers and set up a fine consumers' cooperative.

Big local unions like Local 164 and 310, Des Moines; Locals 110 and 294, Indianapolis, have played major roles in the AFL-CIO, the URW and in the community. In Topeka, Kansas and Miami, Oklahoma, URW unions have a proud record.

But District 4 is chiefly the District of the small local union. In the small local union work is on a volunteer basis; one pays out of one's own pocket for the privilege of working for others. District 4 is proud of its many fine small locals.

Field Representatives—Olen Holcomb, William Kitchens, Stanley Lester, Robert Miller, Floyd Murphy, Ernest Payne, Ray Reasoner, John Scaglione, Andrew Thorpe, Lloyd Thrush. Time Study Engineer: Manuel Jones.



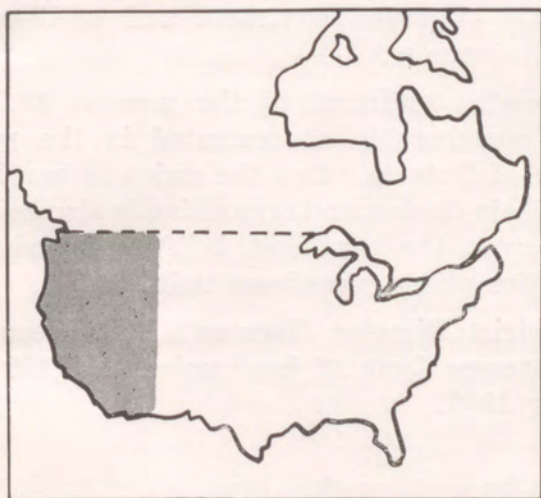
COLORFUL FLOAT entered in California Labor Day parade in 1938. On left is George Roberts, first District 5 Director. On right is George Burdon, then president of Goodyear Local 131.



HAPPY FACES of Goodrich Local 43 committee after signing first contract in 1939. On extreme left is Floyd Gartrell, now District director.



GATES RUBBER Local 154 in Denver had major strike in 1949. It is largest local in District 5 with 3500 members.



District 5 Director: Floyd Gartrell



(Above) U. S. Rubber Local 44 is one of many important rubber plants on west coast.

DISTRICT 5

In July, 1933, a group of Los Angeles Firestone workers went to the Central Labor Council and secured a charter for a Federal Labor Union. But Los Angeles was an open shop town and it took secret meetings to bring about organization.

Workers in Goodrich, Goodyear and U.S. Rubber joined up too, but it was tough going. No contracts. No real bargaining.

"But we were determined and dedicated men," said District Director, Floyd Gartrell, "so we went on holding our heads high, counting the faithful on the fingers of our two hands. In the 1930's we had only one purpose—stamp out the company unions and establish industrial democracy in our plants."

U. S. Rubber workers in Los Angeles won their union representation election in 1936 and their first contract two years later. Goodrich workers won their victory in 1937, although two years later they had to strike three weeks for a contract. Locals were organized in Northern California at Oakland and Pittsburg. District 5 was moving.

At the other end of the District, workers at Gates Rubber in Denver, Colorado, organized to win the first major CIO victory in the Rocky Mountain area. In 1949, Gates workers struck for 33 days. Why? "Because we believed we were entitled to a non-contributory pension at age 65, so, we just walked until we got it."

The District contains 40 locals with approximately 16,000 members. And Floyd Gartrell summed up their sentiments when he said: "The members in District 5 are a proud and determined group of pioneers dedicated to bringing human dignity into the factories."

Field Representatives—James Martin, Antonio Rodriguez, Jr., Howard Sharp, Herbert Welch, L. S. Wilson. Time Study Engineer: H. L. Pipkin.



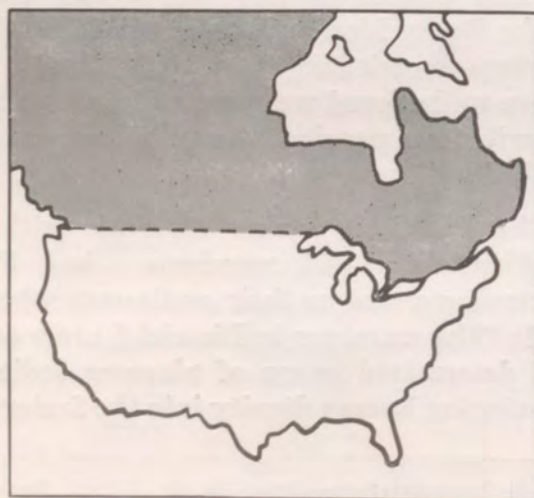
RUBBER WORKERS visit parliament during URW Canadian legislative institute.



URW DISTRICT 6 leaders have many special meetings to discuss Canadian problems.



CANADIAN Dunlop Local 132 won its election for a union by an overwhelming 83% vote.



District 6 Director: Norman Allison

DISTRICT 6

The URW became an international union soon after its establishment when Canadian rubber workers began joining the union in the rubber center of Kitchener.

In 1938 Kitchener workers established a social and educational centre which helped build solidarity and knowledge to win a month-long strike at the Merchants and Dominion rubber companies. However, a seven week strike at Kaufman rubber in 1937 failed to win a contract. (Twenty-three years later this Kaufman battle was still on).

These were depression years for Canada, and rubber workers faced with unemployment and employer hostility began to reel under heavy blows. By 1940, however, the face of the URW began to brighten into a smile. This was the year of the first Canadian victory over Goodyear. The Bowmanville plant was organized. By 1943, Goodyear's large, New Toronto plant voted URW by an 80% margin.

The Goodyear victory spurred Canadian rubber workers on and organizing increased in tempo. Membership grew. In 1944 the

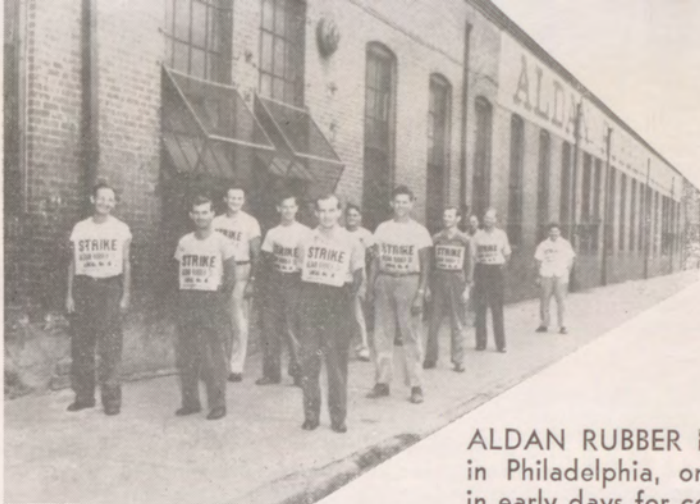


URW in Canada had 7200 members. But the benefits of unionism still had to be fought for and won. In 1946 almost all major producers were shut down from May to October to win improved contracts and a 13-cent hourly increase.

Growth continued to the present 12,500 with membership concentrated in the province of Ontario. But the union is gaining rapidly in Quebec and organizing is also going on across the continent in Alberta where new tire plants have been built.

District Director Norman Allison reports an increase from 18 local unions in 1949 to 36 by 1960.

Field Representatives—Elgin Bonus, Leonard Bruder, Carl Fitzgerald, Julius Koch, Roger Lecavalier, Gerald McManus, William Punnett, Lorne Rosekat. Time Study Engineer: Stephen Koval.



ALDAN RUBBER Local 4 in Philadelphia, on strike in early days for contract.

DISTRICT 7

"Fight for seniority rights above all, because you won't always be streamlined," Ann Parle, a Brooklyn, New York, rubber worker told her union sisters. It was 1938 and District 7—centered around the New Jersey area—was just getting underway.

The Brooklyn group was spirited, making up satiric songs about grievances, bubbling over in a newly found camaraderie. For the union was a joyous occasion, a sharp break with a past of hard working conditions and low pay.

During these early days organizing was very tough but progress was made. Some locals fortunately were able to organize without strikes. U. S. Rubber workers in Passaic reported "the relationship between company and union during the organizing campaign was a cordial one." The workers voted union and raised wages from 54c an hour for men to 75c an hour. Women's wages rose from 42c an hour to 60c.



(Above, left) Barney Ross, boxing champ and marine hero, greets District 7 rubber worker (an ex-boxer) during war bond drive. (Above, right) Organization of new plants goes on continuously in District 7.

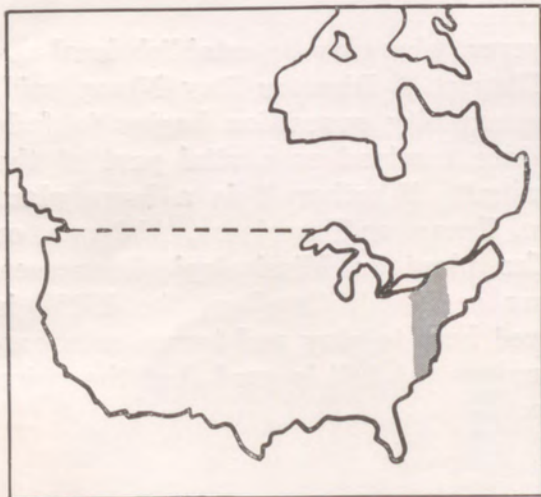


RUBBER CENTER of Trenton, New Jersey was key goal of URW in early organizing days. Now Trenton has many URW locals thanks to these pioneers.



In Delaware, workers at the Electric Hose and Rubber Company were laid off regardless of seniority while new employees were hired to take their jobs. They voted union and brought fairness into the plant.

District 7 is the heart of the floor covering industry with plants organized at Armstrong Cork, Kentile, and Congoleum. There are three important tire plants with strong locals in eastern Pennsylvania (Firestone, Goodrich, and Lee) and one at Baltimore (Schenuit). Many plastic plants are also in the district which now has 80 locals according to Acting Director Joseph Ugrovitch.



District 7 Acting Director: Joseph Ugrovitch

Field Representatives—John Baldante, Herbert Bennett, James Blain, Edward Davis, John Horn, Edward Neilly, Walter Piffer, Michael Sabol, Thomas Spelman, Eugene Tormey, Chester Wierzbowski, Patrick Zembower. Time Study Engineer: Edward Sell.



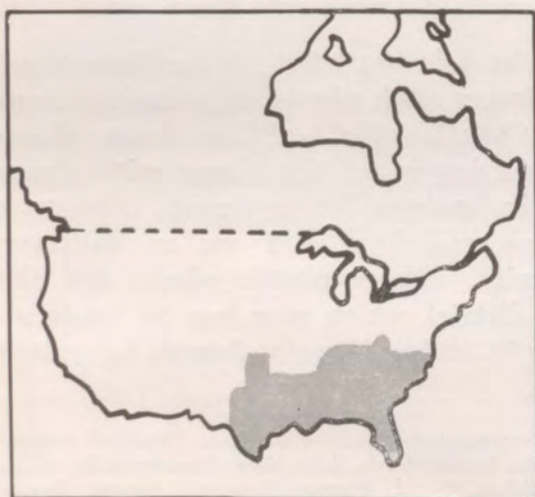
DISTRICT 8 Council, representing URW Locals in 8 southern states, at swearing in ceremonies.



CONTRACT signing at Goodyear Local 12, Gadsden, Alabama. Civilized collective bargaining has replaced jungle warfare.



GOODRICH LOCAL 194, Clarksville, Tennessee, is small in numbers but mighty in community spirit and union action. Union won thousands of dollars back pay for these fourteen girls.



District 8 Director: Ray Nixon



(above) NEVER UNDERESTIMATE the power of a woman. URW Ladies Auxiliaries play important role in District 8 and throughout union.

DISTRICT 8

Bitter struggle marked early URW organizing drives in the South. Yet, today, union-management relations would be difficult to equal anywhere in the nation. Also, URW wages are high and fringe benefits and working conditions second to none.

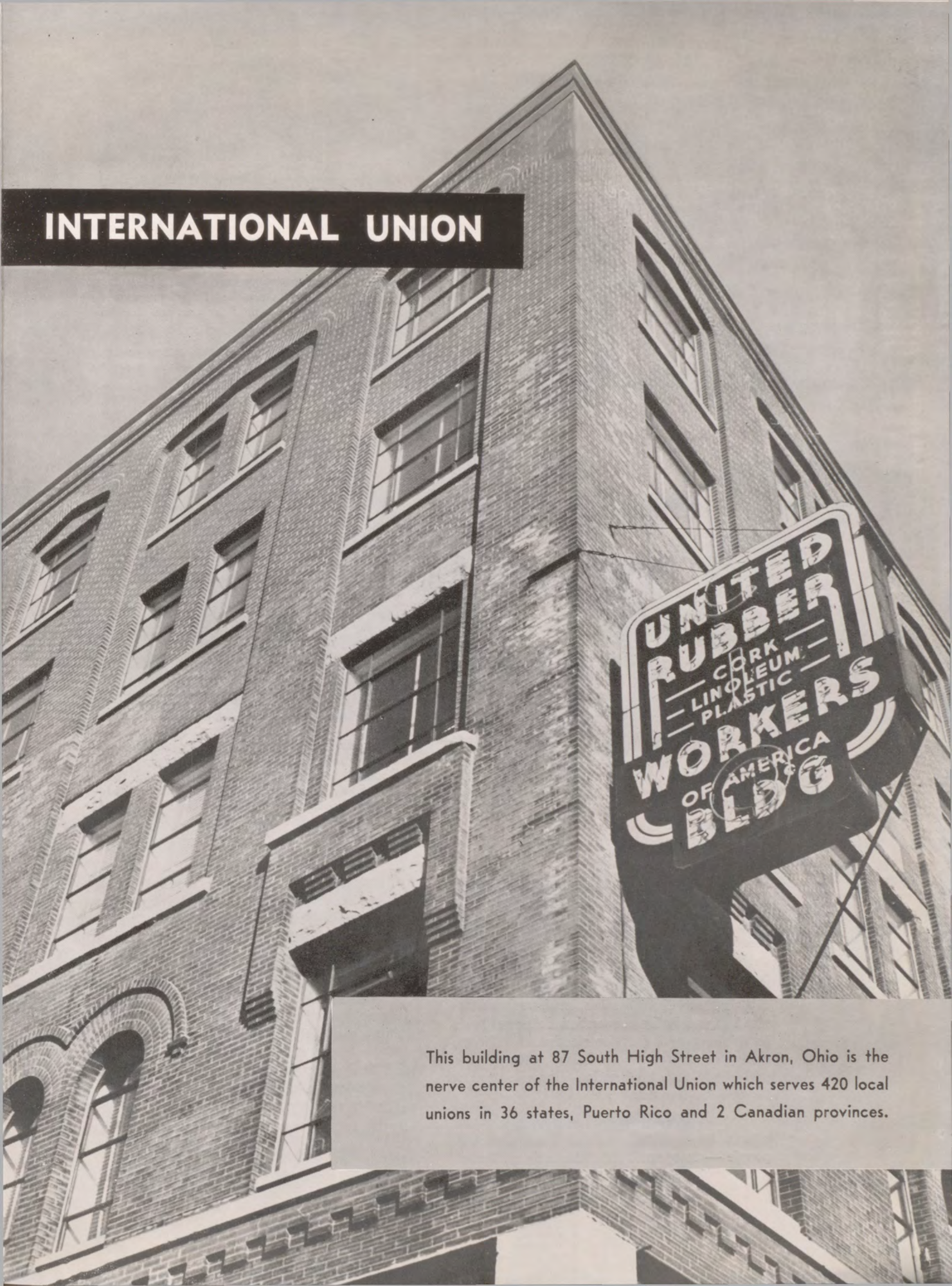
Courage—plenty of it—and responsibility have made the URW a respected force in the South. The dark days of the turbulent early 1940's showed union-minded rubber workers in Gadsden, Alabama and Memphis, Tennessee could recover from heavy blows and come back fighting to win.

The Supreme Court decision on school desegregation in 1954 revived some of the same forces which used no-holds-barred attacks on unions a decade before. The Klu Klux Klan and the White Citizens Council joined hands with employers and for a few years after the Supreme Court decision the race issue was so intense it was all but impossible to win an NLRB election.

But the tide is changing. Many new rubber factories are moving into the South and they are being organized. District 8 now totals 20 active local unions. The going is still rough because there is tremendous opposition in communities where new plants are located.

"However, where we do establish local unions," District 8 Director Ray Nixon said, **"soon community opposition begins to fade and we are received as a vital part of the community."** Whether it is a large plant in Waco, Texas, or Tuscaloosa, Alabama, or a smaller plant in Mississippi, Tennessee, Arkansas or North Carolina, the URW is considered here to stay and towns once hostile to unions think it is good that the union is there.

Field Representatives—Ray Allen, Joseph Cramer, James Elliott, Rayford Junkins, Talmadge Steinke, J. P. Taylor. Time Study Engineer: Harold Minch.



INTERNATIONAL UNION

UNITED
RUBBER
CORK
LINOLEUM
PLASTIC
WORKERS
OF AMERICA
BLOG

This building at 87 South High Street in Akron, Ohio is the nerve center of the International Union which serves 420 local unions in 36 states, Puerto Rico and 2 Canadian provinces.



THIS TEAM of Vice-President Joseph Childs, President L. S. Buckmaster and Secretary-Treasurer Desmond Walker, led the International Union from 1949 to 1960. Childs died of a heart attack at age 50 in 1960. Buckmaster was scheduled to retire at the September, 1960 convention.

All three men worked for long years in the rubber shops, rising in the ranks to become presidents of their respective local unions before being elected officers of the International Union.

URW INTERNATIONAL OFFICERS and executive board are elected by secret ballot at conventions held every two years.



INTERNATIONAL Organizational Director George Burdon supervises activities of district directors, field representatives and time study engineers.



URW INTERNATIONAL EXECUTIVE BOARD consists of twelve elected board members plus three top officers. (Seated), Harry Brown, Bruce Hicks, Jack Lowry, Edward Elkins, Desmond Walker, L. S. Buckmaster, Joseph Childs, G. L. Patterson (General Counsel), Norman Allison, Elton Gladney. (Standing), E. K. Bowers, Joseph Nelson, Francis Maile, Tillman Jones, Charles Gash, Clifford Owens. This was the 1958-1960 executive board.

A MIGHTY FINE UNION

The URW is proud of its democratic tradition. Since its founding 25 years ago, it has been run by and for the membership. The only "labor bosses" in the URW are the members themselves.

A 100 page constitution, reviewed and revised regularly by convention delegates, sets forth the procedures for election of officers, calling of strikes (secret ballot necessary for both) protection of union finances and a thousand other details.

It now takes a large headquarters staff, plus a large field staff — a total of 150 people — to operate the International Union.

It has grown into a major institution since Sherman Dalrymple opened the first headquarters in two rented rooms 25 years ago. But the leadership has never lost touch with the membership. The URW has always been and will continue to be a democratic union.

Membership dues make the International Union and the local union possible. These funds are well protected. The URW has been praised for its excellent financial system which insures proper use of union funds. A staff of seven travelling auditors assists local treasurers and reviews local financial records.

URW FIELD AUDITORS: Ralph Clark, Claude Holloway, Thomas Johnson, Howard Ligon, John Louis, Robert Ringle, Warren Smith.



URW Special Representatives play important role in union. These veteran union leaders negotiate company-wide contracts and aid locals with many special negotiating problems. Left, above: Magne Repaal. Right, above: George Bass. Second Row, left to right: Herbert Dawson, Rex Murray, Kenneth Oldham. These men also have other important assignments. Dawson is assistant to the International President, Murray is in charge of the supplemental unemployment benefits program, Bass is skilled trades coordinator.



THIRTY girls at International Headquarters do the clerical, secretarial and bookkeeping job. Only three girls were on the staff 25 years ago. They are still with URW. (Front, center) Beulah Burla, Ethel Pitts, Katherine Gathergood.

MANY SPECIALIZED SERVICES are provided to URW Locals through various departments. (Right, starting at top):

PENSIONS AND INSURANCE: Assists in negotiation and analysis of pension and insurance programs. Paul Bowers, Director, assisted by Clifford Owens.

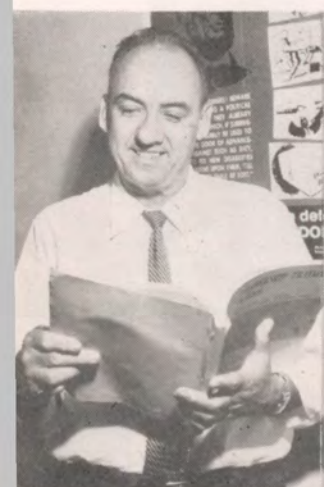
PUBLIC RELATIONS: Edits United Rubber Worker, handles press relations, prepares leaflets. George Scriven, Director.

RESEARCH: Develops economic and statistical material for negotiations and organizing. Ralph Bergmann, Director, assisted by Roy Ockert.

LEGAL: Represents union before Labor Board and in Courts. Handles other legal matters. G. L. Patterson, General Counsel, assisted by James Barbuto.

FINANCE AND AUDITING: Supervises field auditors, administers International Union funds. Harman Splitter, Comptroller; John O'Harrow, assistant to International Secretary-Treasurer.

EDUCATION: Trains membership for more effective union leadership. Joe Glazer, Director, assisted by William Abbott and John House.



(Above) JACK SAMELS, assistant to International Vice-President and contract specialist; (left) Ed Elkins, political action representative.



URW BUILDING maintenance crew includes James Skelly and Mr. and Mrs. John Steigerwald (Below) Paul Cordier, chief shipping clerk



(Left) JAMES TURNER, Director, Fair Practices. (Above) JOHN KUMPEL, International Representative for Safety and Workmen's Compensation.



General Local 9, Akron, Ohio



THE HOUSE OF LABOR



Firestone Local 186, Memphis, Tennessee

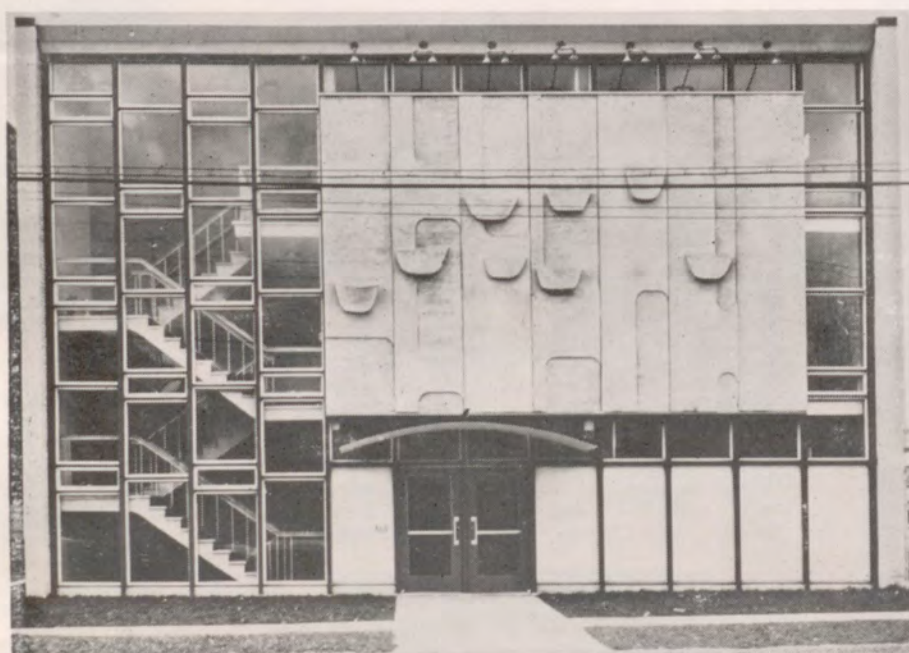
Firestone Local 100,
Los Angeles, California



U. S. Rubber Local 44, Los Angeles, California



Kelly-Springfield Local 26, Cumberland, Md.



Goodyear Local 232, New Toronto, Ontario



Gates Rubber Local 154, Denver Colorado

(Right) Goodyear Local 12, Gadsden, Alabama



U.S. Rubber Local 65, Mishawaka, Indiana

ACROSS THE LAND URW UNION HALLS

"Near Milan, Tennessee, we found a barn in the woods and met in the dead of night," said a URW organizer describing efforts to organize a U.S. Rubber local. Some early union meetings took place in cemeteries, some on snow covered mountainsides.

Like the early Christians who met in groves of trees or in Rome's murky catacombs, unionists of not so long ago often met secretly in the black of night, their roof the crisp heavens, their floor, leaves or snow or mud.

Today, labor, like the church, has become an accepted institution. The old persecution has mostly gone and like any other institution unions are preparing themselves for the long haul.

And like the church, labor has the problem of building attractive, utilitarian temples to meet modern needs without becoming preoccupied with material values and thereby losing its spiritual reason for existence.

Some of the smaller unions still meet in dingy buildings where members walk up creaky stairs into dark, badly appointed meeting rooms.

However, more and more URW locals—large and small—are building low-lined structures with careful attention to the many functions of the modern union. There are kitchens for the Ladies Auxiliaries, dance floors for social events, committee rooms, large parking areas, spacious, efficient offices.

The bright new structures tell the story of the rise of the union from the windy, snow-swept hills and the moaning old barns where unionists once met, to the union today as a stable, accepted force in society.

But no matter how fine the new halls are or how well established the union, there is an iron chain linking the new unionism with the old. It is the strong spiritual bond of brothers and sisters united in the never-ending quest to build a better world.

(Right) Goodyear Local 2, Akron, Ohio



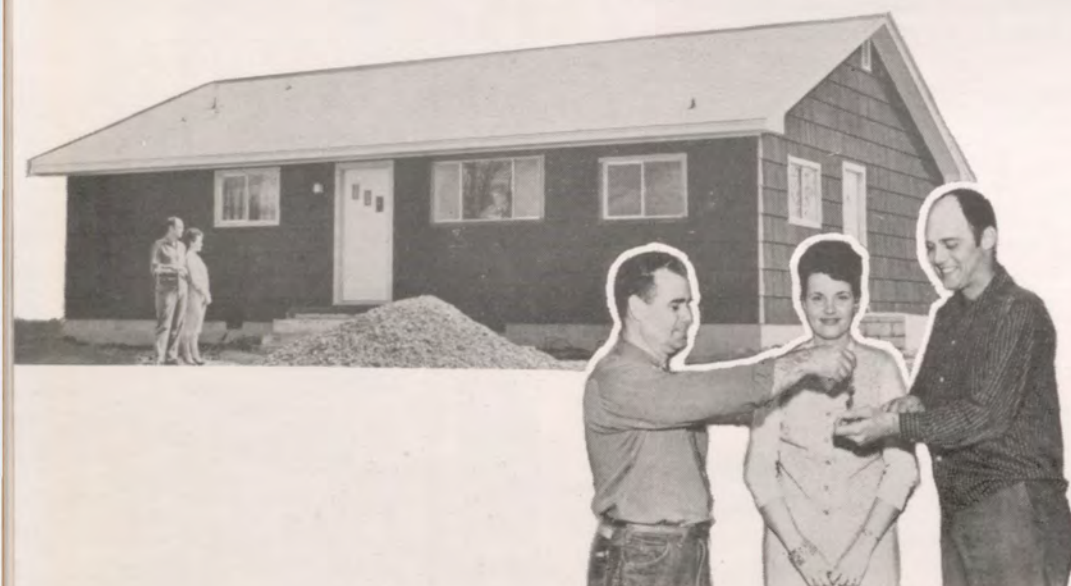


LITTLE LEAGUERS with a union label. This team of champs sponsored by Gates Rubber Local 154, Denver, Colorado.

UNION WITH A HEART



UNION SANTA CLAUS is common at Christmas in many URW locals which hold big parties for kids.



There are few examples of "union with a heart" as striking as the one in Miami, Oklahoma where Goodrich workers helped a fellow union member whose arms had been paralyzed by polio. They, together with the building trades, built him a house. Injured worker Gene Marshall and his wife receive keys to the house from Leroy Gainer on behalf of Local 318.

(right) URW LOCAL 247 in Muncie, Indiana, is typical of many which participate actively in community fund-raising drives for good causes.

When Wesley Williams woke up one day in North Topeka, Kansas, he found everything gone—all swept away by a raging flood of the Kansas River. Williams was not alone. A vast area of homes was wiped out overnight. All that was left was water, tons of mud and filth and broken dreams. The year was 1951.

Immediately, his local union, URW Good-year Local 307, moved into the disaster area. It supplied food, clothing, comfort and shelter to the stricken homeless. Here were rubber workers acting in a major, dramatic disaster.

But most URW community work is carried on day to day without the blaring of trumpets or beating of drums. Take the case of Ed Michaels, a leader of Dunlop Local 135, Buffalo. Michaels teaches boxing at the Police Athletic League in his spare time.

One day an unkempt boy, known as a "bad one," asked Michaels for a single stick of gum. He gave the youth some money and told him to buy a package. The boy was obviously moved by this first gesture of trust he had ever known. The boy bought the gum, took one stick, insisted on returning the rest.

The boy offered to help Michaels in the program. Michaels encouraged him, got him a job, kept giving him added responsibilities. He began to dress better. He was earning his own way. He had self-respect. All because a rubber worker cared.



Rubber workers in many cities are taking an active part in the AFL-CIO Community Services program. Ed Kanowski, former president of Local 135, is full time AFL-CIO Community Services representative in Buffalo. In 1958 he received an award on behalf of his local, from the Bishop of Buffalo, for following the principle of "justice to all."

In Des Moines, Iowa, URW unionist James McDonnall showed what a big heart and a little imagination could do when he instituted a neighborhood improvement program to help a down-at-the-heels area smile again.

Ed Fielder of Local 5, community services representative for Akron, reported worker

contributions to the United Fund in the city had risen 1000 per cent. In dozens of cities URW members contribute generously to United Fund and Red Feather drives, many members serve on community boards.

Several thousand have been trained as union counsellors, specialists on local community services.

The old philanthropy, once the exclusive possession of the rich is becoming democratized and "charity," thanks in great part to labor, is becoming a dignified right of people in trouble. Dignity in the community is as much a goal of the union as dignity in the plant.



A "FATHER" to 80 children is Bert Whyte of Goodrich Local 189, Bowmanville, Ontario. Mr. and Mrs. Whyte have been foster parents to about 300 children.



OVERSEAS TRADE UNIONISTS studying collective bargaining and labor problems in U. S. are steady visitors to URW Headquarters. Vice President Joseph Childs meets with union men from Indonesia.



(right) UNITED FUND and Red Feather campaigns always receive strong support from URW local unions.

(left) GIFT TO COMMUNITY. President Buckmaster presents print of prize winning URW film "A Mighty Fine Union," to Martin Essex, head of Akron schools, and Russell Munn, head of Akron public library.





POLITICS COUNTS



DOLLARS to help liberal candidates are collected by URW members as part of program of AFL-CIO COPE.



WASHINGTON legislative office is maintained by URW to service union and members. Washington director is William Allen, assisted by Mrs. Morag Simchak.

(right) EACH YEAR 100 URW leaders visit nation's capitol to study legislation and government. This program has been highly praised.



Politics helped bring our union to birth. The URW was born in 1935, the year of the Wagner Act, the law which put government behind labor's right to organize.

Twenty-five years ago, at the first URW convention, the delegates supported effective political activity. One year later in 1936 the convention gave rousing support to the reelection of Franklin D. Roosevelt.

Rubber workers have learned through long experience that politics and politicians decide the wars we fight, the interest we pay, the speed we drive, the taxes we pay.

Politics and politicians control the purity of our food, the schooling of our children, the value of our money, the floor under our wages. Politics and politicians fix our benefits when injured, our benefits when unemployed, our safety on the job, our social security when we retire.

Politics and politicians protect or destroy our right to meet freely, our right to worship, our right to organize, our right to vote.

Politics and politicians can break our union. Politics and politicians control our lives. No wonder the URW as an organization is active in politics.

URW locals help members register, get out the vote, understand the issues, study their representatives' voting record, collect money to help liberal candidates.

One of the greatest contributions to the democratic dream has been the increased political activity of the American labor movement. Money, voluntarily contributed by workers to the AFL-CIO Committee on Political Education (COPE) helps, partially, to offset the huge contributions of the wealthy.

Union money and union work in the politics of America gives the voting public a choice. It gives workers a realistic voice in their government.



(Above) U. S. SENATORS greet rubber workers. (From top, down) Senators Estes Kefauver, John Kennedy, Wayne Morse and Hubert Humphrey.

(Below) TWO PRESIDENTS—L. S. Buckmaster and Harry Truman.



**FORAND BILL MEANS
HEALTH CARE WITHOUT
BEGGING, BORROWING & BANKRUPTING**



MORE THAN 1000 URW pensioners braved snow and ice to come to union rally in favor of Forand Social Security bill to provide medical care for aged. URW Locals and Ladies' Auxiliaries across the country are active in writing to congressmen and working for better legislation. In Canada, URW local unions are active in supporting new party which is backed by Canadian Labour Congress.



(Above, left) Local Union COPE committee prepares for registration campaign. (Above, right) Three URW officers—Desmond Walker, L. S. Buckmaster, and Joseph Childs—receive COPE award from Director James McDevitt on behalf of union, which takes active part in AFL-CIO Political Education Program.

ON THE JOB



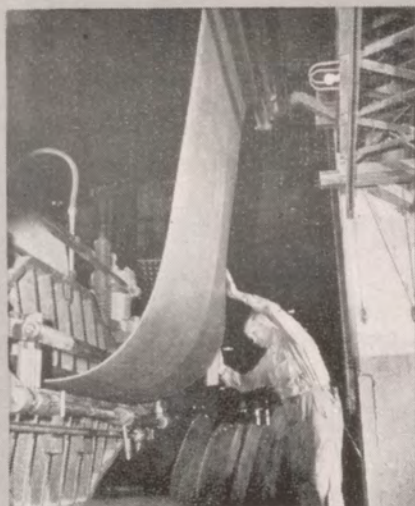
FLOOR COVERING



HEELS AND SOLES



FOOTWEAR



BELTING



HOSE



PLASTICS



DRUG SUNDRIES



RUBBERIZED FABRIC

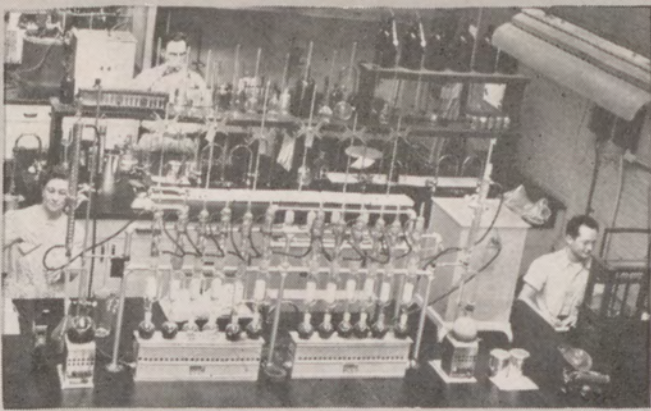


TOYS



FOAM RUBBER

Pictures on this page through courtesy of Faultless Rubber, B. F. Goodrich, U. S. Rubber, Sun Rubber, Congoleum-Nairn.



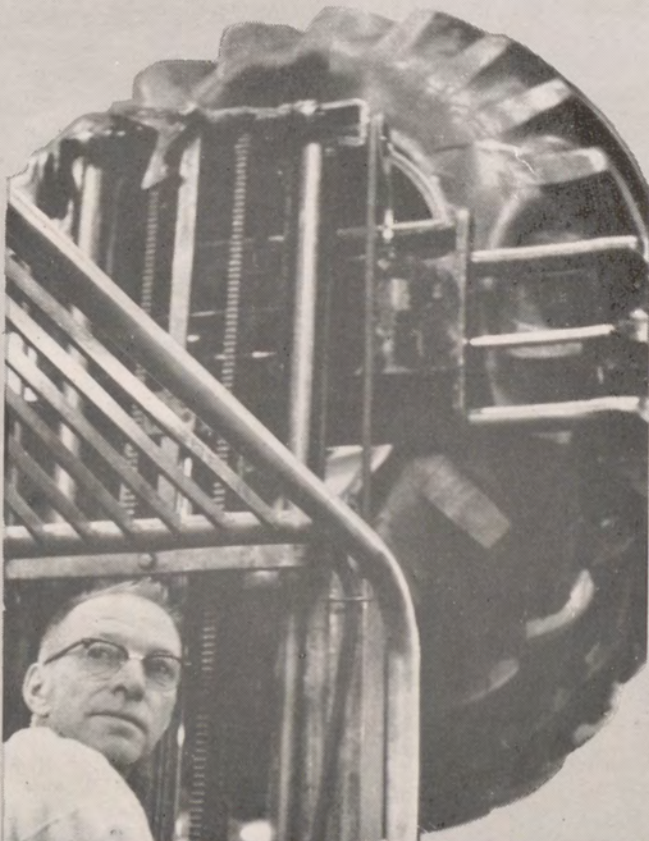
TECHNICIAN

Americans walk on rubber, sleep on rubber and drive on rubber. Each year 215,000 rubber workers in the United States and Canada process four and a half billion pounds of rubber to produce 130 million tires, 110 million pairs of rubber footwear, billions of balloons and balls, gloves and gaskets, pillows and mattresses and molded and extruded items for refrigerators, washing machines, automobiles.

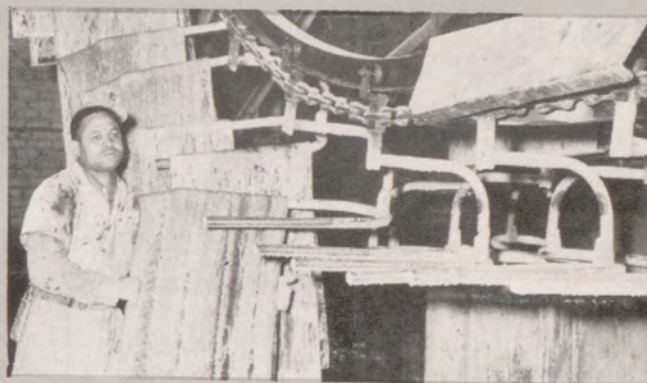
Rubber workers make thousands of different products—everything from a pack of rubber bands for 5c to giant earthmover tires (weight, 4000 pounds, price \$14,000). Rubber companies today have branched out into plastics, chemicals and allied fields.

Today, organized rubber workers breathe cleaner air and work at a more civilized pace than those who came before them. They enjoy seniority protection and a procedure for handling grievances. Joint labor-management safety committees have sharply reduced the previous high rate of injury. On the job the URW is the rubber workers' sword and shield, it is his voice in time of need.

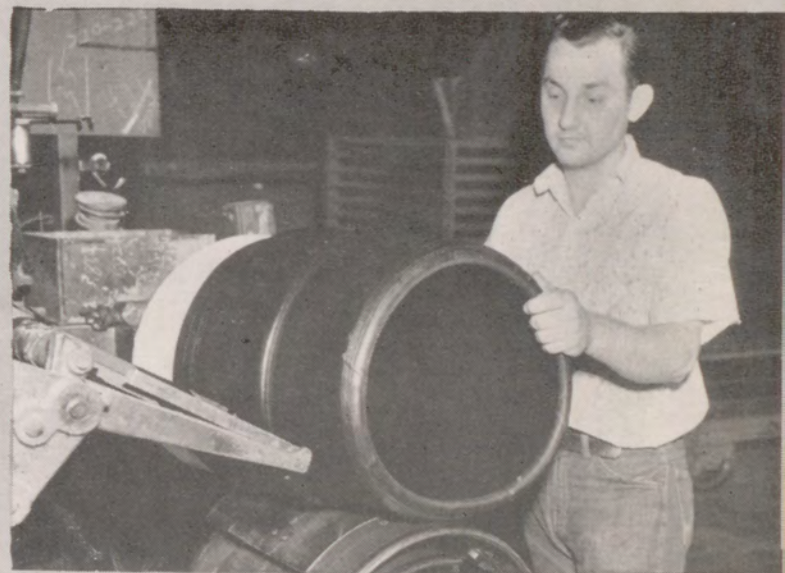
WAREHOUSING



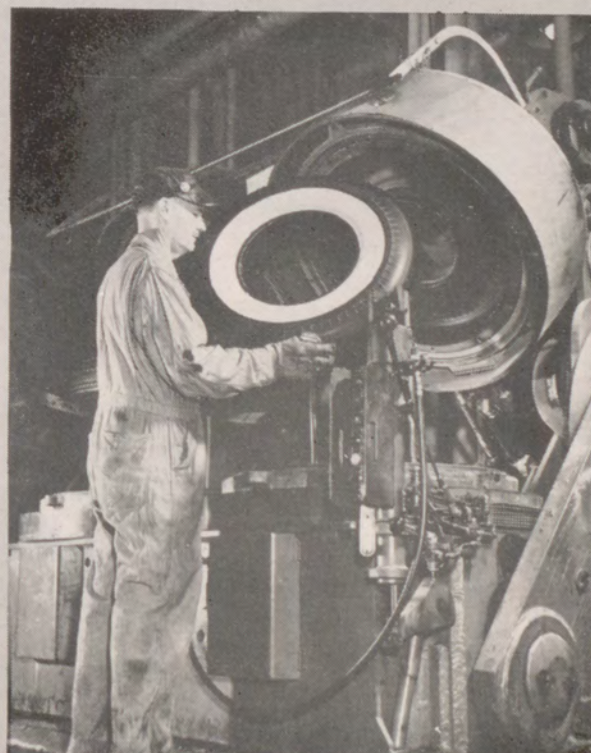
**SKILLED
TRADES**



PROCESSING



TIRE BUILDING



CURING

HIGHER WAGES

1935—United Rubber Workers of America (URW) established September 12, in Akron, Ohio. Membership—3,080. Only 5 union contracts covering 500 workers.



URW MILESTONES



JOB SECURITY

1936—14,000 Goodyear workers strike. First major strike against the Big Four won by workers. URW joins newly formed CIO.

1937—Firestone signs after 8-week strike. First union contract with a major rubber company.

1938—URW successfully fights 17½% wage cut. First major depression in industry without a wage cut. Goodrich and U. S. Rubber sign first union contract.

1939—Union wins first contract with General Tire and Rubber Company.

1940—One weeks vacation after two years service; two weeks vacation after five years service.

1941—7½c per hour average wage increase. Goodyear—last of the Big Four—signs union contract.

25 YEARS

PAID VACATION

1942—World War II. URW takes no-strike pledge.

1943—3c per hour average wage increase.

1944—One week vacation after one year service. 3c per hour night shift bonus. 20-minute lunch period.

1945—First successful company-wide bargaining as U. S. Rubber signs contract covering 17 plants. Name of union changed to United Rubber, Cork, Linoleum and Plastic Workers of America (URCLPWA-CIO).



1946—18½c per hour increase. Double time for Sunday and Holiday work. Also inequity adjustments.

1947—11½c per hour increase. Six paid holidays. Severance pay plan.

1948—11c per hour increase. Three weeks vacation after 15 years.

1949—Pension Plan providing \$100 per month minimum (including Social Security). Life Insurance Program with company paying full cost.

1950—12c per hour increase. Modified union shop.

1951—13c per hour increase. Full union shop.

1952—10c per hour increase. Triple time for work on holidays.

1953—5c per hour increase. Hospitalization program covering 120 days plus surgical and hospital medical expense—company pays full cost for employee and dependents. Two weeks vacation after three years service.

1954—6½c per hour increase.

1955—12c per hour increase plus 2c for inequities. Seventh paid holiday. Jury pay. Improvements in pension and insurance programs.

PENSIONS

1956—6.2c per hour increase. Supplementary unemployment benefits (SUB) program with contributions of 3c per hour. Three weeks vacation after 11 years. Canadian locals win 9th paid holiday.

1957—15c per hour increase. Four weeks vacation after 25 years service.

1958—8c per hour increase.

1959—10c per hour increase. Improvements in pension program.

1960—9½c per hour increase plus substantial inequity adjustments.

PAID HOLIDAYS

HOSPITALIZATION

HOSPITAL STATEMENT OF ACCOUNT TO
BLUE CROSS — PHYSICIANS SERVICE
31 CANAL STREET, PROVIDENCE 1, R. I.

WOONSOCKET DC

Charles F. Gregory (a-58) 111F358 I.N.
620 Fairmount Street 10-3208 C.N.
Woonsocket, R. I.
P-S H-2-MA U.S. INSURANCE ACCT. ☒ HIS ☐ IPB ☐

Case Approved For . . . 120 Days	Date Admitted . . . 10/21/56	REGULAR CHARGES (Column A)	Allowances For BLUE CROSS & PHYSICIANS SERVICE BENEFITS (Column B)
For . . . 120 Days <td>Date Discharged . . . 2/22/57<td></td><td></td></td>	Date Discharged . . . 2/22/57 <td></td> <td></td>		
At Allowances Below			
Rm. & Bd. Up To: 16.39 D.	Private Room . . . Days @ \$. . . 1		
IN FULL	Semi-Priv. Rm. 118 Days @ \$16.50 . . . 1	1947.00	1947.00
H H H	Ward . . . Days @ \$. . . 3		
P.D.	Baby's Board During Stay of Mother . . . 3		
Services 4-9 Covered in Full If Checked HERE <input checked="" type="checkbox"/>	Operating Room or Del. Room . . . 4	88.50	88.50
—OR— Limited To 90% of Charges If Checked HERE <input type="checkbox"/>	Medical and Surgical Supplies . . . 5	6.50	6.50
	Drugs and Medications . . . 6	14.50	14.50
	Laboratory Examinations . . . 7		
	Basal Metabolism Tests . . . 8		
	Oxygen Therapy . . . 9	231.00	231.00
	Physical Therapy . . . 10		
	Total Ancillary Services 4 thru 9 . . . 340.50	340.50	340.50
	TOTAL SERVICES 1 thru 9 . . . 2287.50	2287.50	2287.50
IN FULL	Electrocardiogram . . . 11		
H H	X-Ray . . . 12		
	TOTAL SERVICES 10-11 . . . 13		
IN FULL	X-Ray or Radium Therapy . . . 14		
H H	Special X-Ray . . . 15		
H H	Special X-Ray . . . 16		
H H	Special X-Ray . . . 17		
NONE	Ambulance . . . 18		
IN FULL	Special Nurses and Board . . . 19		
Limited Indemnity Allowance Toward Services 1 thru 9	Administration of Anesthesia . . . 20		
	Charges Beyond Benefit Period . . . Days 20 . . . 15		
	Telephone, Personal Services, etc. . . 21		
	Total Charges and Allowances . . . 2287.65	2287.65	2287.50
	Deduct Column B From Column A . . . 2287.50		
Per Case	Balance Billed To Patient . . . 15		
Per Day			
Doctor J. Reilly M. D.	Condition Improved		
Discharge Diagnosis Cerebral hemorrhage left-hemiplegia			

UNFINISHED BUSINESS



UNEMPLOYMENT is with us constantly even in times of so-called "prosperity". URW supports "government with a heart" which is seriously concerned about unemployed workers and their families.



TRAINING FOR UNION LEADERSHIP must be expanded by URW. Each year problems get more complex. Leadership must understand incentive systems, legislation, contracts, pensions and insurance programs, community problems.



NEW PLANTS are being built throughout U.S. and Canada. Workers in these plants are requesting organizational help. These plants must be organized to protect these workers and to maintain standards in rubber, plastics and allied industries.

The reason unions examine their past, said AFL-CIO President George Meany, is to apply history's lessons to the future. That is why we have glanced back over the past 25 years.

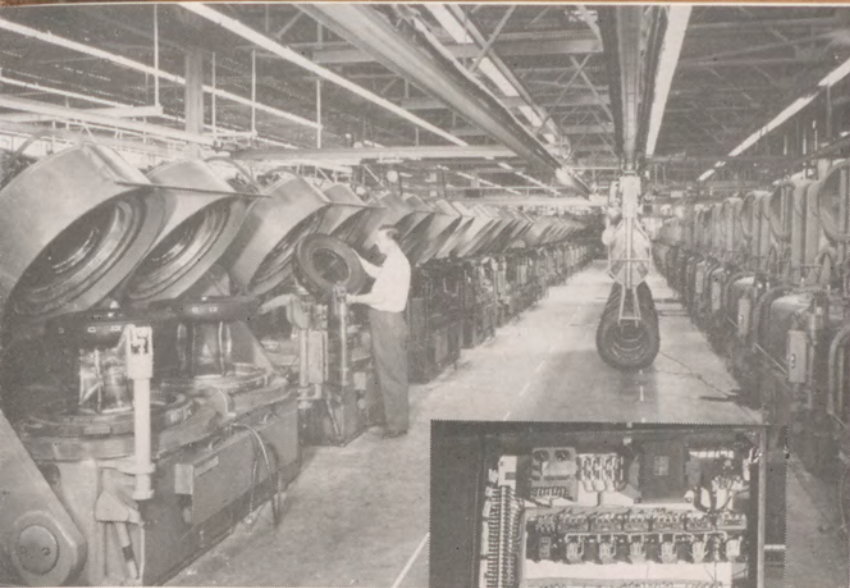
Union-management relations with most corporations have become civilized and mature. Both forces have reason to be proud of such an achievement. And unionization has benefitted the rubber industry by stabilizing labor relations. Major companies and many independents break production, sales and profit records regularly.

But there are still tough problems ahead. Automation haunts rubber and plastic workers. One hundred million tires were produced in 1947 with 106,000 workers. Twelve years later there were only 75,000 workers producing 120 million tires—a 20 per cent greater output with 30 per cent fewer people. In the entire rubber industry, production in 12 years increased 36 per cent while employment dropped 10 per cent. The union cannot allow the displaced worker to be forgotten. Through legislation and collective bargaining we must help those who are the victims of automation.

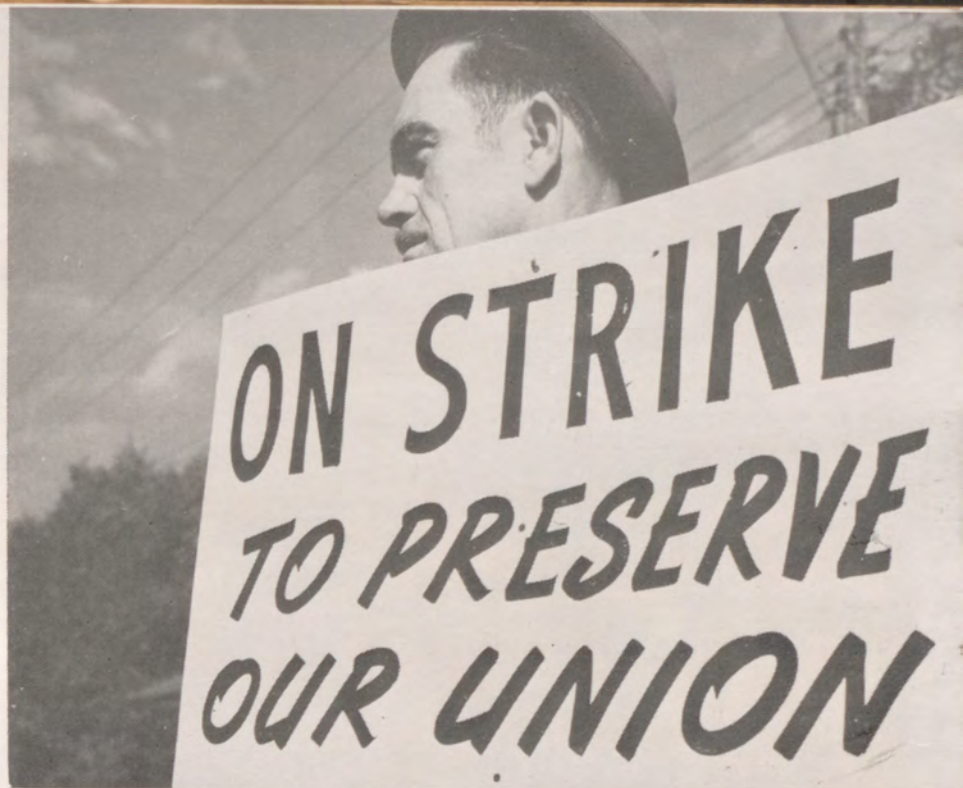
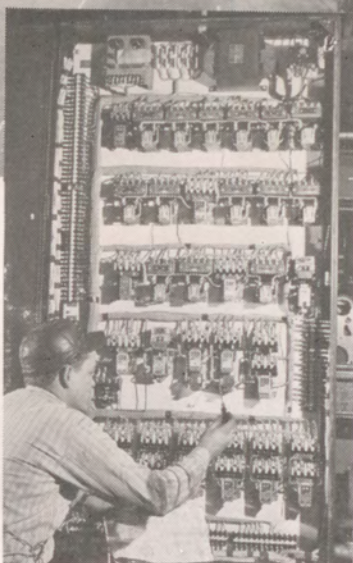
Thousands of unorganized white collar workers in the rubber industry need a union solution to their growing on-the-job problems. New plants must be organized. There are wage inequities for the same jobs in different areas. The work week should be shortened. There is much to do.

There are still 7½ million families making less than \$2000 a year. There are low wage workers in the plastics industry. Some rubber plants do not follow the pattern on wages and fringes. There are still workers fighting for survival against employers like the O'Sullivan Company in Winchester, Virginia.

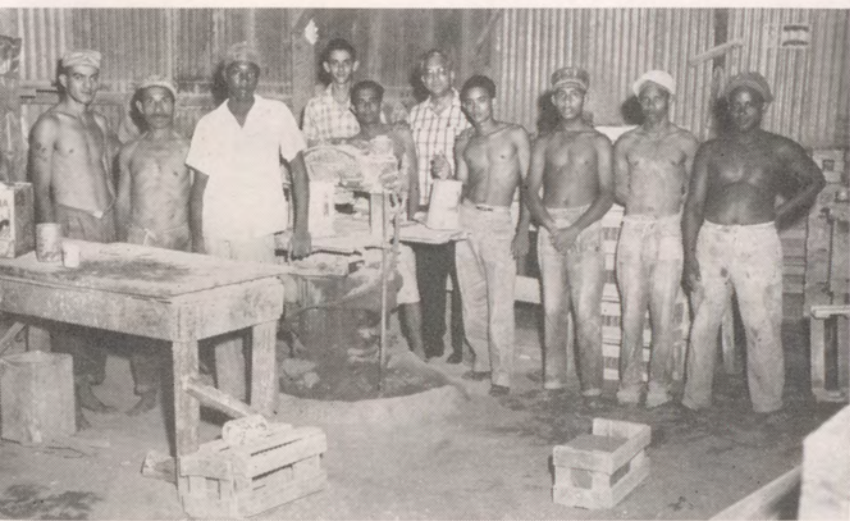
All this is unfinished business. By fighting for greater dignity and freedom for all, the union acts in its proudest tradition.



AUTOMATION should be a blessing but may be a curse for displaced workers. Progress? Yes. But how will unemployed rubber worker feed his family?



STRIKES to preserve the union or to win job improvements, are unfortunately, still necessary. Most contracts are negotiated through peaceful bargaining, but strikes make headlines. URW Strike Fund helps support workers while they are on firing line.




PUERTO RICO is a new frontier for URW. Many rubber and plastics plants are located in Puerto Rico. Unions are being established, conditions improved, wages raised. In charge of the URW Puerto Rican office is Frank Grillo assisted by Carlos Herrera.



OFFICE WORKER Yvonne Pacholke is a member of URW Local 19, Office Workers Unit, in Eau Claire, Wisconsin. But most office and technical workers in the rubber industry are unorganized. As these workers are hit by automation and other on-the-job problems, they are thinking about collective bargaining through a strong union.



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Grant us brotherhood, not only for this day, but for all our years, a brotherhood not of words but of acts and deeds. We are all of us children of the Earth—grant us that simple knowledge. If our brothers are oppressed, then we are oppressed. If they hunger, we hunger. If their freedom is taken away, our freedom is not secure. Grant us a common faith that man shall know bread and peace, that he shall know justice and righteousness, freedom and security, an equal opportunity and an equal chance to do his best, not only in our lands but throughout the world.

—Franklin D. Roosevelt

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Single copies of this pamphlet are free. For quantity rates write to URW Education Department, 87 South High Street, Akron 8, Ohio.

**no one can know
how far we've gone
unless he knows
from where we came**